Application: 6447

Karthik Raghuraman: Multilingual accessible compliance training program launch in 18 languages

---

Page: General Information

Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.

Name of Organization/Company

Cognizant

Mobile Phone Number

+1 248-974-0380

Additional Contacts

I would also like to have others receive emails about the disposition of our entries.

Page: Entry Information

Entry Title

Karthik Raghuraman: Multilingual accessible compliance training program launch in 18 languages

Category

J11. Employee of the Year - Educational Technology

Employee Nominee Submission Format

Written Answers

a. Briefly describe the nominated non-executive person's employer: the organization's history and past performance (up to 200 words). Required

Cognizant is a globally recognized Fortune 200 IT services and consulting company, renowned for delivering transformative digital solutions across a wide range of industries. Since its inception in 1994, the organization has built a legacy of excellence in IT consulting, technology modernization, and digital transformation. Its global delivery model and client-centric approach have positioned it as a trusted partner to many of the world's leading enterprises.

Within Cognizant, the Learning & Development division has consistently led industry innovation by launching enterprise-wide digital training programs that scale across regions and languages. These digital learning solutions support millions of learners globally, incorporating cutting-edge design, accessibility, and analytics. With a strong commitment to measurable outcomes, the division has delivered cost-effective, compliant, and engaging training programs that consistently achieve high learner satisfaction and business ROI.

One notable client collaboration is with Haleon, a global leader in consumer health. Cognizant partnered with Haleon to deliver multilingual compliance training for over 30,000+ global employees. This training program significantly improved learner experience, reduced helpdesk tickets, and received high satisfaction ratings, reflecting the impact and innovation of Cognizant's L&D solutions.

b. Outline the nominated non-executive employee's achievements since the beginning of 2023 that you wish to bring to the judges' attention (up to 250 words). Required

Karthik Raghuraman, the nominee, has led several high-impact innovations in global digital learning design and delivery since early 2024. One of the nominee's flagship achievements involved directing the development and execution of a multilingual compliance training program for a leading pharmaceutical company. This initiative successfully reached over 30,000+ learners across 18 languages and 170 markets worldwide. Highlights of the achievement include:

* Achieving a 22% cost reduction through a reusable authoring and localization framework

* Reducing help desk tickets by 23% and support emails by 14%, significantly improving the overall learner experience

* Deploying a language selector and network detection code to offer a seamless, personalized learning experience for global users

* Ensured accessibility by delivering a large volume of modules that met full compliance with WCAG 2.1 Level AA standards.

███ he nominee also mentored cross-functional teams and introduced process improvements that have since been adopted as best practices enterprise-wide.

c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other employees or to other workers in your industry and/or to the nominee's past performance (up to 250 words). Required

In the learning and development industry, compliance training is often viewed as a checkbox activity—text-heavy, unengaging, and lacking scalability or accessibility. Karthik Raghuraman challenges this norm by embedding automation, personalization, multilingual support, and data-driven insights, he reimagined compliance training as a strategic, impactful learning experience.

His reusable localization framework slashed time and cost by enabling simultaneous regional deployments. Unlike standard practices, he prioritized accessibility from the outset, ensuring all modules met WCAG 2.1 Level AA standards. He also led a rigorous quality assurance process, delivering error-free, accessible modules, far exceeding industry benchmarks.

Karthik introduced real-time analytics and feedback loops to measure learner engagement, performance, and ROI—an approach rarely applied to compliance modules. His innovations reduced help desk tickets and email support significantly, indicating exceptional usability and intuitive design.

Beyond project success, Karthik is deeply involved in advancing the L&D field. He is an IEEE Senior Member, part of the IEEE Education Society, Education Liaison for the BCS NeurodiverseIT Committee, and Corporate Advisory Board Member at PMI New Jersey. He is also the author of the globally acclaimed book Learn Faster Better Easier, rated 4.9/5, and widely adopted by educators and professionals for its actionable, results-oriented learning frameworks.

d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional

The following links have been included to substantiate the nominee's achievements:

1. Project dashboard that highlights the key insights/impact from the compliance learning program.

2. Feedback from the Haleon Ethics and Compliance Director that owned the program

3. Link to the book authored by the nominee. It is widely adopted by L&D professionals, educators, and learners for its practical, outcome-driven strategies

4. Link to the BCS NeurodiverseIT Specialist Group Committee page that shows nominee's active role as Education Liaison

5. Link to the member portal of the PMINJ Corporate Advisory Board.

6. IEEE Membership Certificate

7. Certificate of Appreciation of Excellence from PMI

Webpage Link

Would you like to add an additional webpage link?

Yes

Would you like to add an additional supporting document?

Yes

██████████████████

███████████████████████████

██

██████████████████████

Would you like to add an additional supporting document?

By your submission of this entry to The Stevie Awards, you verify that you have read and agreed to abide by the regulations, terms and conditions of the competition (https://www.asia.stevieawards.com/rules-and-terms-conditions-competition).

Terms and Conditions

I Agree