

JOB POSTING

April 16, 2021

Organizational Development Manager

Position Description:

1. Provide leadership for workforce development initiative using knowledge of performance consulting, project management, training, communication, change management and employee/team development strategies to enable high employee engagement and drive individual performance.
2. Build and sustain lasting relationships with business leaders to generate a deep understanding of business demands.
3. Provide customized and practical HR solutions to people challenges. Research best practices; provide recommendations and support execution of strategies.
4. Coach leaders, managers, and supervisors to enhance individual leadership abilities, relationships among teams/individuals, interpersonal communications and performance management.
5. Partner with leaders, managers, and supervisors in assessing team strengths and opportunities for improvement. Create action plans to help managers in developing and aligning employees to operate as high performers.
6. Assist leaders, managers, and supervisors in identifying and developing career path programs for employees that aid in the succession planning process.
7. Provide oversight and delivery of employee and leader development programs that aid in growing employee and leader team's effectiveness and drives business outcomes.
8. Identify solutions to make managers and supervisors better leaders; provide coaching and feedback to existing manager, supervisor, and leadership team.
9. Set direction, manage and provide leadership over the design, development and delivery of new team member and leader on-boarding programs. This includes new team member orientation and new supervisor on-boarding.
10. Lead the design, delivery approach and coordination of supervisory development initiatives.
11. Develop programs that prepare and develop hi-potential employees for future leader roles or key individual contributor roles.
12. Provide leadership and set direction in the best design, delivery approach and curriculum method utilizing a variety of media and delivery challenges effectively throughout the organization.
13. Work in consultative partnership with subject matter experts and business leaders on designing and delivering high-impact training curriculum for new and on-going business initiatives throughout the organization.
14. Create relevant surveys that help evaluate the effectiveness of training and identify ways to enhance efficiency and adaptability within the organization.
15. Report on results and effectiveness of programs and initiatives.
16. Other duties as assigned.

Qualifications:

1. Bachelor's degree in Organizational Development, Business Administration or Human Resources Management or equivalent work experience.
2. Minimum of five years of increasingly responsible Organizational Development experience including coaching and developing leaders.
3. Professional Human Resources Certification (PHR) or Society of Human Resources Management – Certified Professional (SHRM-CP) preferred.
4. Coaching certification preferred.
5. Demonstrated ability to succeed in a fast-paced environment, working on multiple projects with constantly changing priorities and deadlines.
6. Demonstrated ability to build trusting working relationships and credibility with employees and leaders with all levels in diverse functional areas throughout the organization.
7. Ability to influence leaders and business areas indirectly to achieve results towards desired outcomes.
8. Advanced level consulting skills and ability to support performance improvement by working with internal customers in a performance-consulting role.
9. Strong interpersonal communication, outstanding ability to influence and build relationships, and creative problem-solving skills.
10. Ability to analyze human resources and organizational information and make logical recommendations.
11. Ability to apply principles and practices of adult and workplace learning.
12. Strong facilitation and presentation skills with groups of all sizes
13. Project management skills with a proven ability to lead large scale projects and act as a strong project team member.
14. Strong emotional intelligence, "can do" mentality and a creative approach to problem solving.
15. Attention to detail in establishing priorities, completing assignments and meeting deadlines.
16. Excellent oral and written communication skills.
17. Demonstrated analytical, accuracy, and problem-solving skills.
18. Personal computer proficiency with Microsoft Office Suite and internet.
19. Experience developing, conducting and evaluating programs designed to align employee and departmental performance with organizational goals.
20. Knowledge of insurance company operations helpful

How to Apply: CONTACT MARK SCHUSTER, DIRECTOR HUMAN RESOURCES

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Rural Mutual Insurance Company

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