

## ***ALLIANT MANAGEMENT CONSULTING***

### **POSITION: ORGANIZATION DEVELOPMENT CONSULTANT: HEALTHCARE**

Under the direction of the VP, Healthcare Practices Leader, work with healthcare clients to select, or develop and conduct, training and development programs designed to attain strategic objectives of the Hospital and to enhance employee, and leader career development. This position offers the opportunity to lead and support a variety of strategic human resources initiatives, including Target Selection, Leadership Model, Competency Model, Talent Management process, Succession planning and Performance Management.

#### **Principal Duties and Responsibilities:**

- Provide leadership and facilitate associate development through organizational programs and committees designed to advance departmental and hospital objectives.
- Conduct primary secondary research OD specific, surveys and focus groups, and recommend or develop appropriate interventions, such as testing and evaluation instruments, training manuals, reference library, trainer's guide, participant workbooks, demonstration models, multimedia visual aids, references works and other educational materials.
- Confer with client to gain knowledge of work situations to determine needs.
- Formulate training plans and determine appropriate small- and large-group instructional methods, such as self-study, individual training, on-the-job training, mentoring, computer tutorial, group instruction, role-play, lecture, demonstration, conference, meeting, workshop and other methods. Create and maintain program documentation.
- Conduct training sessions. Test, monitor, and evaluate, report and follow-up progress of participants. Compile and analyze data and prepare narrative and statistical reports of program effectiveness.
- Confer with individual employee/leaders to prepare career development plans and assess training and development needs; screen, test, counsel and recommend associates for participation in internal and external programs.
- Coordinate training with technical and professional courses offered by local colleges and universities or other vendors.

#### **Requirements:**

- Five years of increasingly responsible experience in organizational development field including needs assessment; program development, implementation and evaluation; and succession planning, talent assessment, electronic performance management system, prefer Success Factors.
- Superior oral and written communication skills required.
- Experience working a quality improvement process, Malcolm Baldrige experience a plus.
- Interpersonal skills necessary to deal courteously and effectively in sensitive and confidential issues by telephone, in writing, and in face-to-face contacts with the public and with employees at all levels required.
- Advanced knowledge of Word, PowerPoint, and Excel required.

#### **Education Requirements:**

Bachelor's degree in human resources development, training and development, organizational development, industrial psychology or business required; advanced course work in training and counseling preferred. Experience working for a consulting group would be viewed as a plus, but is not required if long-term in-house capabilities.

To apply: [Human.Resources@AlliantMgmt.com](mailto:Human.Resources@AlliantMgmt.com)