

Organizational Development Consultant

St. Luke's University Health Network ★★★★★ 323 reviews

Allentown, PA 18109

Hybrid remote

Full-time

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Job details

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Job Type

Full-time

Indeed's salary guide

- Not provided by employer
- \$106K - \$134K a year is Indeed's estimated salary for this role in Allentown, PA. 

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Full Job Description

St. Luke's is proud of the skills, experience and compassion of its employees. The employees of St. Luke's are our most valuable asset! Individually and together, our employees are dedicated to satisfying the mission of our organization which is an unwavering commitment to excellence as we care for the sick and injured; educate physicians, nurses and other health care providers; and improve access to care in the communities we serve, regardless of a patient's ability to pay for health care.

Hybrid/Remote Option

The Organizational Development Consultant serves as a support and guide to leadership, internal HR partners and other members of the workforce while driving key organizational talent objectives. The Consultant partners with clients to assess, create, implement and evaluate performance improvement and organizational change programs. This position impacts organizational success through a blend of one to one coaching, team building, leading retreats/focus groups and other special projects. This position will the cover Carbon county and surrounding areas, allowing the Consultant to build strong relationships across that region.

JOB DUTIES AND RESPONSIBILITIES:

- Provides a broad range of consultative services to all levels of the workforce including coaching, facilitation, team development, systems analysis, process reengineering, performance measurement, engagement support and evaluation.
- Directs the needs assessment for training, staff development and business performance issues to enhance the effectiveness of workforce performance.
- Makes recommendations for process or performance improvements based on needs assessment findings.
- Develops, designs, and implements programs/initiatives to include evaluation plans that measure impact of interventions on individuals, workgroups, and/or departments and service lines.
- Facilitates leadership or workgroup meetings by bringing structure to meetings, coaching participants in their roles and responsibilities so as to achieve defined stakeholder outcomes.
- Collaborates with relevant stakeholders throughout the Network to identify and implement learning and developmental activities for the workforce that are required for acquisition of core competencies, maintenance of required knowledge/skills and to support the Network's succession planning objectives.
- Maintains consultative relationships with people in subject-matter expert areas/centers of excellence that provide input to or deliver training and development within the Network.
- Builds and maintains a library of resources that address frequently needed and/or required competencies of the workforce.
- Conducts research and analysis, compiles reports/spreadsheets and makes efforts to partner and collaborate with colleagues in the HR/OD industry to collaborate on research/publishing projects and co-lead webinars/seminars.