

Organizational Development Consultant/Trainer Sr

Cottage Health

Goleta, CA

Cottage Health

44 reviews

Read what people are saying about working here.

You must create an Indeed account before continuing to the company website to apply

The Organizational Development Trainer supports the mission, goals, and objectives of Cottage Health. Serves as a resource to employees and management staff. Maintains knowledge of Organizational Development practices and tools; as well as organizational development theory/trends, process improvement methodologies, and educational processes. Assists in the development and implementation of the following programs: orientation, leadership/professional development, non-clinical education, organizational development systems, assessment tools and interventions, and employee survey administration. Leads and teaches others, and through positive communication skills actively supports a collaborative environment in the promotion of health, wellness, and education for positive patient outcomes.

MAJOR ACCOUNTABILITIES

Training Delivery: Conduct and coordinate a variety of training sessions, workshops, and seminars in alignment with Cottage's core values and strategic goals. Use various training programs, methods, instructional tools, and delivery strategies. Incorporate teaching aids and materials such as handbooks, multimedia visual aids, computer tutorials, etc. Present courses and seminars independently and with co-workers. Coordinate training schedules and facilitate training sessions accordingly.

Training Design: Design pieces of training using techniques such as classroom learning, demonstrations, one-on-one coaching, and/or online learning. Incorporate principles of adult learning and maintain a current understanding of training trends as well as best practices. Conceptualize training materials based on data and research. Develop training strategies, initiatives, and course materials, including audiovisual materials, exercises, and tests. Test and review created materials, resolve any specific problems, and tailor training programs as necessary.

Needs Assessment: Identify and assess current and future training needs through job analysis, career paths, annual performance appraisals, and consultation with stakeholders. Work with stakeholders to establish overall training objectives. Meet with managers and supervisors to assess the training needs of individual departments. Evaluate the competency levels of individual trainees to enable the support of employees with different knowledge and skill levels.

Change Management: Apply change management, communication, and process improvement experience to accelerate adoption and engagement. Engage employees and work collaboratively with stakeholders on changes to business processes, systems and technology, job roles, and other significant change projects. Provide guidance, monitoring, and education with respect to change management methodology.

Administration: Prepare course feedback and evaluation tools to measure the effectiveness of courses. Evaluate the outcomes of training sessions and overall effectiveness, success, and ROI periodically and report on them. Maintain records of trainees' progress and achievements. Maintain a database of training materials as well as a reference library on training films, books, and other course materials.

Surveys: Helps to coordinate the Employee Engagement Survey process. Facilitates educates and communicates relative to goals and results

QUALIFICATIONS

LEVEL OF EDUCATION

Minimum: Bachelor's degree

Preferred: Bachelors and/or Master's degree in related field and 5+ years direct training or teaching experience desired. Healthcare, human resources, and/or organizational development experience preferred.

CERTIFICATIONS

Minimum: Preferred: Certification from talent and training associations preferred. Crucial Conversations, Influencer, DiSC, and Myers Briggs certifications preferred but not necessary

TECHNICAL REQUIREMENTS

Minimum: Proficient with Microsoft Office Preferred: Expert level Excel and Web-Based LMS

YEARS OF RELATED WORK EXPERIENCE

Minimum: 5 years of direct training or teaching experience. Preferred: 5+ years direct training or teaching experience

Cottage Health
Today
[original job](#)

Report job

[Trainer jobs in Goleta, CA](#)

[Jobs at Cottage Health in Goleta, CA](#)

[Trainer salaries in Goleta, CA](#)

[Hiring Lab](#) [Career Advice](#) [Browse Jobs](#) [Browse Companies](#) [Salaries](#) [Find Certifications](#) [Indeed Events](#) [Work at Indeed](#) [Countries](#)
[About](#) [Help Center](#)

© 2021 Indeed [Do Not Sell My Personal Information](#) [Accessibility at Indeed](#) [Privacy Center](#) [Cookies](#) [Privacy](#) [Terms](#)