

# Principal Organization Development Consultant

SAVE



Blue Cross and Blue Shield of Minnesota  
St Paul, MN

[Apply on Ladders](#)

13 days ago  
108,415–162,623 a year  
Full-time

## Job highlights

Identified by Google from the original job post

### Qualifications

- A successful candidate will have 7+ years of progressive OD experience, including 3+ years utilizing a leadership assessment tools
- Additionally, a successful candidate will have proven experience crafting and implementing enterprise solutions
- 7+ years of experience in Organization Development/Learning and Development function and/or Human Resources, with demonstration of progressively increasing responsibility, exposure, and scope
- All relevant experience including work, education, transferable skills, and military experience will be considered
- 3+ years of utilizing a variety of leadership assessment tools (i.e., 360s, Hogan, StrengthsFinder, DiSC) and building development plans related to assessment results

### Responsibilities

- This person will be responsible for leading OD, Change Management, team effectiveness, Talent Development, HR Transformation, and culture-shaping interventions across the enterprise
- The Principal OD Consultant is an expert in the processes, tools and methodologies associated with these domain areas, as well as having insight into external solutions and future thinking to bring to solutions
- Represent the Organization Development team in the diagnosis, design, and execution of OD and talent solutions/offerings
- Expert in the processes, tools and methodologies associated with organization design and change management
- Partner with HRBP's and Talent Development to provide strategic thought to identify and recommend appropriate OD and Talent solutions, align on

- Proficient with OD, change, and culture models and approaches with a track record of driving behavior change

[11 more items](#)

solution design creation, and lead delivery of solutions

- Serve as both a program team leader and a hands-on practitioner supporting the enterprise to diagnose, propose, execute, and sustain organization development solutions

[20 more items](#)

More job highlights

## Job description

About Blue Cross Blue Cross and Blue Shield of Minnesota is one of the most recognized and trusted health care brands in the world with 2.5 million members. We're committed to reinventing health care to improve health for our members and the community. We hope you'll join us Blue Cross Blue Shield of MN is hiring a Principal Organization Development (OD) Consultant. This person will be responsible for leading OD, Change Management, team effectiveness, Talent Development, HR Transformation, and culture-shaping interventions across the enterprise. The Principal OD Consultant is an expert in the processes, tools and methodologies associated with these domain areas, as well as having insight into external solutions and future thinking to bring to solutions. The Principal OD Consultant serves as a hands-on practitioner supporting the enterprise and divisions to diagnose, propose and deliver organizational development and talent solutions to drive business success. A successful candidate will have 7+ years of progressive OD experience, including 3+ years utilizing a leadership assessment tools. Additionally, a successful candidate will have proven experience crafting and implementing enterprise solutions. A Day in the Life: OD /Org Design • Represent the Organization Development team in the diagnosis, design, and execution of OD and talent solutions/offerings. • Expert in the processes, tools and methodologies associated with organization design and change management. • Partner with HRBP's and Talent Development to provide strategic thought to identify and recommend appropriate OD and Talent solutions, align on solution design creation, and lead delivery of solutions. • Serve as both a program team leader and a hands-on practitioner supporting the enterprise to diagnose, propose, execute, and sustain organization development solutions. • Achieve the desired business results and provide excellent client experiences. • Nurture a strong continuous improvement culture to ensure deployment of scalable, simplified, and standardized processes. • Provide expert thought leadership and work with limited direction. • Provide direction and support team members while being a strategic contributor. • Support Diversity, Equity, Inclusion and Belonging initiatives through OD, culture and change interventions. • Utilize data analytics to make decisions or help the organization make decisions. Change Management • Create and execute tailored change management plans that ensure effective adoption of specific projects or initiatives. Plans include stakeholder engagement, sponsor management, communications, coaching/training, and resistance management. • Design and facilitate effective training, meetings, interventions for team and professional development, leadership, and learning programs and OD work as needed. Leader and Team Development • Utilize assessments that support the growth and development journey of employees in the organization, as well as the talent and business strategies. • Work collaboratively to address team development opportunities by addressing root cause and implementing appropriate programs to drive team effectiveness. • Partner with senior leadership to build, prioritize, and support leadership development to optimize the effectiveness of leaders at all levels. • Work in partnership with HRPBs to lead and facilitate a formal leadership talent review process for senior levels of leadership and support key initiatives to pull talent reviews deeper into and across the organization. • Provide

coaching and consulting support to business leaders and HRBPs to identify creative solutions and resolve gaps to maximize both individual and team effectiveness. Consulting • Provide strategic thought leadership and act as a consultant to oversee and accelerate organization development projects and provide oversight and leadership to increase associate engagement and drive high performance. • Align OD initiatives to the organization's talent strategy and business strategy by building a strong, cross-functional internal network. • Partner with corporate talent and performance to provide strategic thought, recommend appropriate solutions, align on solution design creation, lead delivery of solutions, and leverage existing global solutions and service providers. • Identify and build strategic partnerships with external partners needed to deliver on key initiatives. Project Management • Lead organization development project teams in the diagnosis, design and execution of organization design and change management workstreams • Effectively execute initiatives and projects - defining and managing project timelines, project status, communication plans, budget constraints, resources, deliverables and competing priorities while consistently meeting deadlines. Required Skills and Experiences: • 7+ years of experience in Organization Development/Learning and Development function and/or Human Resources, with demonstration of progressively increasing responsibility, exposure, and scope. All relevant experience including work, education, transferable skills, and military experience will be considered. • 3+ years of utilizing a variety of leadership assessment tools (i.e., 360s, Hogan, StrengthsFinder, DiSC) and building development plans related to assessment results. • Proficient with OD, change, and culture models and approaches with a track record of driving behavior change. • Demonstrated ability in building trusted partnerships, coaching, consulting, facilitation, and collaboration on enterprise-wide initiatives. • Excellent written and verbal communication skills for audiences at all levels; strong presentation skills. • Strong business acumen and commitment to continuous learning. • Demonstrated ability to influence without authority, negotiate, and problem solve effectively. • Experience building trusted relationships, influencing others, facilitation, and collaboration on cross-functional initiatives. • Project management experience; attention to detail and follow-through. • Proficiency with Microsoft Office applications, intranet platforms/repositories, and collaboration technology. • Demonstrated ability to perform the Essential Duties of the position with or without accommodation. Nice to Have: • Master's degree in Organizational Behavior, Organization Development, or Organizational Psychology. • Six sigma or lean background a plus. • Insights Discovery Certified a plus. • Proven experience leading and delivering large cross-functional projects strongly preferred. • Experience working in Agile and product-led environments. Role Designation: Teleworker Role designation definition: Teleworking is working full time remote. Hybrid is a combination of working onsite and remotely. Onsite is full-time onsite. Make a difference Blue Cross is an Equal Opportunity and Affirmative Action employer that values diversity. All qualified applicants will receive consideration for employment without regard to, and will not be discriminated against based on race, color, creed, religion, sex, national origin, genetic information, marital status, status with regard to public assistance, disability, age, veteran status, sexual orientation, gender identity, gender expression, or any other legally protected characteristic. Reasonable Accommodation for Job Seekers with a Disability: If you require reasonable accommodation in completing this application, interviewing, completing any pre-employment testing, or otherwise participating in the employee selection process, please direct your inquiries to [redacted]. All roles require a high school diploma (or equivalency) and legal authorization to work in the U.S. Blue Cross® and Blue Shield® of Minnesota and Blue Plus® are nonprofit independent licensees of the Blue Cross and Blue Shield Association