

Associate Director Organization Development and Transformation

SAVE

Humana

Humana Inc.

Davenport, IA

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Full-time

Description Humana's IT organization is seeking a passionate, strategic-minded, organized, and self-motivated leader to champion and lead the strategy and transformation of IT delivery and operations for Medicare IT organization. The Associate Director will build a culture competency center focused on creation of strategies and solutions to promote high-performing teams and effective collaboration practices through adoption of modern cloud-based technologies and engineering practices and agile ways of working. Educate and mentor organizational leaders and their teams to instill a scaled, successful enterprise-wide adoption of agile methodologies and practices including Scrum, Kanban and Scaled Agile Framework (SAFe) and enable our organization more rapidly deliver value, reduce failed deployments and create a culture of continuous improvement and customer centricity. Decisions are typically related to identifying and resolving complex technical and operational problems within department(s), and could lead multiple managers or highly specialized professional associates. Responsibilities The Associate Director, Organization Development and Transformation for Medicare IT organization will lead a team of Agile coaches to guide our organization through the SAFe Agile transition and drive continued adherence to optimal Agile work practices. The work includes creating tools and leading training sessions to demonstrate how leaders and associates will apply the agile mindsets and principles in their day-to-day work to increase collaboration, predictability, transparency and velocity. Will provide on-going iteration management for high profile initiatives to provide real-time coaching as well as to gather and share best practices. The role works closely with the Medicare delivery teams, IT and Enterprise-level agility organizations, Human Resources, and other internal and external partner organizations. As the Associate Director, Organization Development and Transformation for Medicare IT organization, you will: Maintain the Medicare IT segment transformation roadmap and engagement prioritization Build and foster local community of practice that works collaboratively with IT and Enterprise-level agility organizations for Agile transformation efforts Support the Medicare IT Agile transformation and sustainment needs involving: Inclusive leadership and empowerment Helping leaders and teams organize around value streams/value to the customer Guiding an organization through the transition Driving the adoption of key applicable frameworks Promoting a culture of innovation by implementing Agile principles and frameworks Providing on-going iteration management for high-profile initiatives Providing real-time system and team level coaching Gathering and sharing best practices across the Enterprise Support process development and improvement and removal of organizational impediments Report on progress of organization's Agile Transformation to include performance and challenges and make actionable and strategic recommendations to senior leaders Manage budgets, resources, create roadmaps, measure outcomes, report portfolio health metrics - objectives, financials, resources, etc., for roll up to Segment CIO Required Qualifications Bachelor's degree 5 or more years of technical experience or 2 or more years of product leadership experience Scaled Agile Framework (SAFe) Program Consultant (SPC) Strong organization skills Experience with: Technology Life Cycle Management Waterfall and Agile

Development Methodologies
Microsoft Office Suite, including Visio
Data analytics and visualization
Success metrics development and tracking
Roadmap development for large initiatives/transformations
Insight development
Story-telling
Customer experience design
Process design and improvement
Communications development
IT business analysis, including artifacts development
Problem solving and consultation within complex environments
Facilitating cross-functional teams' efforts
Demonstrated strategic and analytical thinking, and consulting skills
Advanced verbal and written communication and interpersonal skills
Passionate about contributing to an organization focused on continuously improving consumer experiences
Preferred Qualifications
Prior experience leading the Agile and IT delivery transformation efforts at large organizations
Certified SAFe Program Consultant (SPC)
Project Management Certification (i.e. PMP or equivalent)
Knowledge of Agile Velocity's Path To Agility® framework
Scheduled Weekly Hours 40