

Director, Talent & Org Development

SAVE



NBCUniversal

Los Angeles, CA

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16 days ago

Full-time

 Health insurance

 Dental insurance

 Paid time off

Job highlights

Identified by Google from the original job post

Qualifications

- Master's degree required, preferably in HR or relevant discipline (e.g
- At least 7+ years' experience, preferably in Organization Effectiveness Consulting / Learning / Coaching / Counseling
- Certification in 360 feedback or psychometric tools, (e.g., Hogan Assessment)
- Experience as a talent & OD professional within a large, complex organization is required
- Client focused with strong customer orientation
- Self-starter that demonstrates leadership with or without formal authority, evidence strong influencing skills
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Responsibilities

- This position concentrates on working closely with Talent Development within the NBCU Media Group in identifying individual, group, and organizational development opportunities by defining, developing, implementing, and evaluating strategies and programs to drive business goals and priorities forward
- This position reports to VP, Talent and Organization Development, Media Group
- Actively and proactively partner with HR Business Partners and Business Leaders in shaping strategy, manage change, improve processes, redesign organizational structures, identify and coach key talent, and realign/shift cultures assuring high performing, engaged and inclusive teams
- Conduct organization needs assessments to identify opportunities and drive desired changes and outcomes
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Translates talent development and OD methodologies into practical business applications

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Possesses a high degree of emotional intelligence and can be flexible and adapt easily

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Inquisitive and able to drill down to find root cause of performance issues - excellent listening skills

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Ability to thrive in an ambiguous environment and deliver in a matrix organization

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Excellent facilitation and presentation skills

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Executive presence

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Intermediate Excel experience

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Experience with Miro

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Global perspective and ability to work with diverse cultures

Empower employees, managers, and leaders to feel ownership of their professional and personal growth through impactful programming and delivery of self-service and ready to use OD toolkits and resources

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Support change management efforts through impact analysis, key stakeholder identification, communications planning, executive coaching and thought partnership

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Design and facilitate executive offsites and team development sessions

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Conduct internal executive coaching and manage external executive coaching engagements, including facilitation of 360 feedback, assessments and related interventions

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Collaborate with the NBCUniversal internal corporate university, the TalentLab and broader OD community

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Build on enterprise offerings to provide tailored approaches for the business that promotes a learning culture, including design and delivery of a suite of learning programs, vendor management, resources and budget allocation

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Leverage data to evaluate strategies and programs measuring the achievement of established goals and action plans

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Actively partners and collaborates towards best solutions

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Enlists others and leads change through building rapport and demonstrating passion

Benefits

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This position is eligible for company sponsored benefits, including medical, dental and vision

insurance, 401(k), paid leave, tuition reimbursement, and a variety of other discounts and perks

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Learn more about the benefits offered by NBCUniversal by visiting the Benefits page of the Careers website

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Salary range: \$130,000 - \$165,000 (bonus and long-term incentive eligible)

Job description

Company Description We create world-class content, which we distribute across our portfolio of film, television, and streaming, and bring to life through our theme parks and consumer experiences. We own and operate leading entertainment and news brands, including NBC, NBC News, MSNBC, CNBC, NBC Sports, Telemundo, NBC Local Stations, Bravo, USA Network, and Peacock, our premium ad-supported...