

Organizational development



American Red Cross
St Cloud, MN

Apply on Talent.com

🕒 19 hours ago \$ 79.6K a year 📁 Full-time 🛡️ Health insurance 🦷 Dental insurance

Job highlights

Identified by Google from the original job post

Qualifications

- Education : Bachelor's degree required
- Experience : Minimum 7 years of related experience or equivalent combination of education and related experience required
- Skills & Abilities : Ability to work on a team
- Travel : May travel and participate in meetings and conferences throughout chapter jurisdiction, state and Red Cross system
- Combination of candidate's education and general experience satisfies requirements so long as the total years equate to description's minimum education and general experience years combined (Management experience cannot be substituted)
- Individual contributor with comprehensive knowledge in specific area
- Ability to execute highly complex or specialized projects
- Physical Requirements : The physical demands described here

Responsibilities

- Draft HR frameworks and tools within various OD areas of expertise to meet business needs, ensuring compliance with specified OD design principles and internal policies
- Lead the detailed design, and manage the delivery of projects within local to enterprise-wide transformational change management projects and programs, ensuring integration with related projects;
- use structured change management methodologies (e.g. Prosci) to drive acceptance of change and to embed desired culture and behaviors;
- mentor, coach, train and lead other change managers and support the building of a sustainable enterprise wide change management program
- Manage relationships with internal clients and act as a business partner to them, building high levels of professional credibility and mutual trust, and managing the deployment of appropriate internal and / or external resources to

- are representative of those that must be met by an employee to successfully perform the essential functions of this job
- While performing the duties of this Job, the employee is regularly required to sit; use hands to handle or feel; and talk or hear
 - The employee must frequently lift and / or move up to 15 pounds and occasionally lift and / or move up to 30 pounds
 - Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception and ability to adjust focus
 - The employee must have the ability to work in a small cubicle and have the ability to sit at a computer terminal for an extended period of time
- support in delivering business strategy and plans
- Deliver small to large scale projects while working within an established project or program management plan
 - Keep others apprised of progress, risks to projects and resolution
 - Consult with others to develop activities and materials to drive change and reduce resistance on high-risk projects
 - Makes sense of complex, high quantity, and sometimes contradictory information to effectively solve problems
 - Develops and delivers multi-mode communications that convey a clear understanding of the unique needs of different audiences
 - Holds self and others accountable to meet commitments
 - Operates effectively, even when things are not certain or the way forward is not clear
 - Adapt precedent and may make significant departures from traditional approaches to develop solutions

Benefits

- For those candidates located in Colorado or Connecticut, the annual salary range for this position is \$79,600 - \$105,000
- We will review specific salary information at the time of phone screening based upon your location
- Our comprehensive benefits help you in balancing home and work, retirement, getting healthy and more
- With our resources and perks, you have amazing possibilities at the

American Red Cross to advance
and learn

- Stay Healthy : Medical, Dental,
Vision Plans
- Paid Family Leave : 12 weeks paid
at 80%
- Save for your Future : 401K with
up to 4% Match
- Employee Assistance : 24 / 7
Mental Health Resources
- Disability and Insurance : Short +
Long Term
- Service Awards and Recognition

Full description

Job Description

Prefer candidates in the midwest or east coast...

