

Organizational Development Consultant

SAVE



Automobile Club of Southern California
Laguna Hills, CA

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3 days ago

Full-time

Health insurance

Dental insurance

Paid time off

Job highlights

Identified by Google from the original job post

Qualifications

- B.A. in Human Resources, Organizational Development, Training or Communication or equivalent combination of work experience and education required
- 4 – 6 years of related experience in Talent Management, Organizational Development, or strong Human Resources Business Partner experience with exposure to organizational talent development
- Solid presentation and facilitation skills
- Strong project management skills
- Highly organized and detailed oriented
- Intermediate skills with Microsoft Suite – Outlook, Excel, PowerPoint, Word
- Experience interacting with senior management

Responsibilities

- We are looking for a passionate, highly organized, and experienced Organizational Development Consultant to provide a range of expert consultation services and custom solutions in the areas of strategic workforce planning and talent management, talent development, change management, culture building and employee engagement
- This position will be responsible for the design, support, and management of ACE's enterprise talent management processes including Succession Planning, Talent Assessment, Performance Management, and will assist with organizational problem solving through change management initiatives, organizational design and employee engagement
- This position will also be assigned to lead emerging leader programs and other cohort style talent development initiatives
- You will support talent development for all areas of the organization in partnership with Education Training &

Development and Business leaders to build a successful talent pipeline for ACE leadership positions

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You'll project-manage Organizational Development initiatives by developing work plans, communicating progress, soliciting, and incorporating feedback, and ensuring alignment for successful delivery

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You'll design, develop and implement a variety of Organizational Development solutions, (programs, playbooks, approaches, interventions/preventions, role mandates/decision rights) aligned with Human Resource and business strategies to address critical gaps

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You will produce program materials including presentations, orientations, trainings, volunteer manuals and outreach materials

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You will manage emerging leader programs and other cohort style talent development initiatives across the organization, as assigned

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You'll measure the effectiveness of the Talent Development programs, systems, tools and procedures – review and make recommendations for continuous improvement opportunities

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You will provide consultation and support for the high potential program, including the identification of high potential talent and the development process for the identified talent

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You'll work closely with Education Training & Development and Human Resource colleagues to build technology solutions that streamline employee and manager tasks in the areas of performance management, career development, and other key development activities

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You'll track, analyze, compile, and manage reporting data and forecasting that comes from a variety of sources and formats

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You will manage the ongoing process and program evaluation and make recommendations for improvement

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You will be required to understand the business priorities and strategies and how to support the design and evolution of the organization's operating model, organizational model, roles, responsibilities, programs, and processes to enable success against those priorities

Benefits

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\$88,300.00 - \$117,700.00

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Additionally, you will be eligible to participate in our incentive program based upon the achievement of organization, team and personal performance

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Health coverage for medical, dental, vision

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401(K) saving plan with company match AND Pension

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Tuition assistance

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PTO for community volunteer programs

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Wellness program

-

Employee discounts

Job description

Organizational Development Consultant We are looking for a passionate, highly organized, and experienced Organizational Development Consultant to provide a range of expert consultation services and custom solutions in the areas of strategic workforce planning and talent management, talent development, change management, culture building and employee engagement This position will be responsible for the design, support, and management of ACE's enterprise talent management processes including Succession Planning, Talent Assessment, Performance Management, and will assist with organizational problem solving through change management initiatives, organizational design and employee engagement. This position will also be assigned to lead emerging leader

programs and other cohort style talent development initiatives. What You'll Do: • You will support talent development for all areas of the organization in partnership with Education Training & Development and Business leaders to build a successful talent pipeline for ACE leadership positions. • You'll project-manage Organizational Development initiatives by developing work plans, communicating progress, soliciting, and incorporating feedback, and ensuring alignment for successful delivery. • You'll design, develop and implement a variety of Organizational Development solutions, (programs, playbooks, approaches, interventions/preventions, role mandates/decision rights) aligned with Human Resource and business strategies to address critical gaps. • You will produce program materials including presentations, orientations, trainings, volunteer manuals and outreach materials. • You will manage emerging leader programs and other cohort style talent development initiatives across the organization, as assigned. • You'll measure the effectiveness of the Talent Development programs, systems, tools and procedures – review and make recommendations for continuous improvement opportunities. • You will provide consultation and support for the high potential program, including the identification of high potential talent and the development process for the identified talent. • You'll work closely with Education Training & Development and Human Resource colleagues to build technology solutions that streamline employee and manager tasks in the areas of performance management, career development, and other key development activities. • You'll track, analyze, compile, and manage reporting data and forecasting that comes from a variety of sources and formats. • You will manage the ongoing process and program evaluation and make recommendations for improvement. • You will be required to understand the business priorities and strategies and how to support the design and evolution of the organization's operating model, organizational model, roles, responsibilities, programs, and processes to enable success against those priorities. What You'll Need: • B.A. in Human Resources, Organizational Development, Training or Communication or equivalent combination of work experience and education required. • 4 – 6 years of related experience in Talent Management, Organizational Development, or strong Human Resources Business Partner experience with exposure to organizational talent development. • Solid presentation and facilitation skills. • Strong project management skills. • Highly organized and detailed oriented. • Intermediate skills with Microsoft Suite – Outlook, Excel, PowerPoint, Word • Experience interacting with senior management. #LI-DF1 The starting pay range for this position is: \$88,300.00 - \$117,700.00