

Organization Development Practitioner

Alegent Health- Omaha, NE (Greater Omaha Area)

To apply, visit: <http://www.alegent.com/>

Type: Full-time

Experience: Mid-Senior level

Functions: Human Resources

Industries: Hospital & Health Care

Job ID:2362095

POSITION PURPOSE:

This position contributes to the fulfillment of the Alegent Health Mission, Vision and Strategic Plan by creating and strengthening organizational capabilities and effectiveness. Assesses, designs and facilitates core strategic organizational changes with HR systems, cultural expectations and values which drive behaviors, goal alignment, leadership coaching and development and change management to achieve transformational change.

The incumbent works as an advisor to all levels of leadership by contracting, coaching, guiding and mentoring others and/or managing change initiatives which increase organizational performance utilizing appropriate systemic approaches using models, tools, and learning opportunities.

NATURE AND SCOPE

The incumbent reports directly to the HR Operations Leader Organizational Development and Education Services and works collaboratively with HR department leaders and staff plus Alegent Health leadership (senior leaders to team leads across the organization) and staff. This position coordinates assessments of the culture (the values and assumptions which drive behaviors), human resource systems (competency development, succession planning, performance management, team-building, etc.) and organizational capacity needed to support the achievement of the Alegent Health strategic plan. This includes assessing:

- leadership capacity-the ability of all organizational leaders to create and sustain the vision, inspire, model, prioritize, make decisions, provide direction and innovate, all in an effort to achieve the organizational mission, vision and implement the strategic initiatives.
- Alegent Health's adaptive capacity-the ability to monitor, assess, respond to and create internal and external change.

Using assessment results, the incumbent designs, coordinates, supports, facilitates and implements culture, human resource talent management and organization initiatives to increase organizational, leadership and staff effectiveness.

PRINCIPAL ACCOUNTABILITIES:

1. Uses assessments and business data (system performance measures, patient and employee engagement, turnover, financial, quality, skill development information, individual performance measures, etc.) in order to identify opportunities to improve organizational, division, department, work groups and individual capacity and capabilities which align with overall goals of Alegent Health.
2. Analyzes the data to evaluate system-wide, department and workgroup process, structures, issues and performance trends/gaps related to organizational effectiveness and achievement of system performance measures and operations strategy to recommend organizational effectiveness solutions. Priority is given to culture and leadership effectiveness as well as employee engagement, patient and physician experience needs first.
3. Recommends organizational effectiveness solution(s) which may include, but are not limited to interventions, skill development, engagement strategies, individual coaching, mentoring, communication, group facilitation, strategy clarification, individual job position expectations, etc. aligned with the Mission, Vision, Strategic Plan and HR strategy.
4. Project manages and executes moderate to large-scale system-wide, division or department specific organizational effectiveness solutions/interventions using project and communication plans for culture change, talent management strategies (i.e., talent assessments, performance management, leader and employee development, succession planning, etc in support of the Alegent Health competency model).
5. Advises and collaborates (once the recommended intervention is approved) in the development of a project and communication plan which includes activities, tasks, timeline and expected outcome measures related to business objectives, strategies, system performance measures, leader individual performance measures and individual contributors' performance goals.
6. Evaluates the implemented organizational effectiveness solutions to determine impact to the organization's capacity and outcomes.
7. Works with Organizational Development and Education Services peers to coordinate any education needed for any organizational development effectiveness solutions (i.e., electronic equipment, room reservations, course materials, course advertisement, etc.). Ensures that the knowledge and skill requirements are incorporated into HR processes and practices such as performance management, talent management, job position descriptions, individual development plan, etc.
8. Monitors and notifies the Operation Leader of organizational development consultant initiatives that impact to the current fiscal year's department budget

and the next fiscal year's physical, human and capital budget resource requirements. This includes expense variances, vendor contracts, etc.

9. Demonstrates work practices consistent with Alegen Health safety, security and infection control programs that are mandatory as well as those required and provided by the Department.
10. Performs all other duties as assigned.

QUALIFICATIONS:

Experience

Preferred: Previous experience must demonstrate success of implementation of large scale change initiatives organizational development skills: needs analysis, business planning, assessments, cost analysis, cultural transformation, change management, consultation practice, use of business data, project management, individual and leader knowledge and skills development, including proficiency at instructional design. Experience in a healthcare environment a plus.

Minimum of 3 years' experience consulting with senior leaders on a wide array of human resource initiatives.

Education/Licensure

Bachelor degree in organizational development, human resources, instructional design or other business related discipline preferred or minimum of five years of organizational development experience;

Knowledge/Skills/Abilities

- Assessment/Diagnostics of human resource process/practices (performance management, engagement, succession management, leadership development, competencies, process management, etc.)
- Business Acumen (including knowledge of healthcare, productivity, financial reports, measurement, etc.)
- Business Strategy Development
- Change Management
- Consulting
- Cultural transformation theories and practices
- Demonstrate expertise in organizational development:
- Facilitation and Group Process Management
- Instructional Design
- Interpersonal skills including ability to build rapport, influence, persuade and collaborate
- Project Management (From concept, strategy design, project plan and implementation)
- Strategic Perspective

- System-thinking
- Technical proficiency with MS Office Programs (Word, Excel, Access, PowerPoint)
- Verbal and written communication

Company Description

Alegent Health is the largest not-for-profit, faith-based healthcare system in Nebraska and southwestern Iowa with nine acute care hospitals, more than 100 sites of service, over 1,300 physicians on its medical staff and roughly 9,000 employees. Alegent Health is ranked first in the country in quality and patient satisfaction according to the Network for Regional healthcare Improvement (NRHI). That exceptional commitment to providing patient focused care for the body, mind and spirit of every person keeps Alegent Health faithful to its Mission, which was inspired by its sponsors, Catholic Health Initiatives and Immanuel Health Systems. At Alegent Health, patients and their families find a continuum of care, from women's and children's services, primary care, wellness counseling, and senior care to cardiovascular services, orthopaedics, oncology, physical rehabilitation and behavioral health. Alegent Health is online at www.alegent.com.