



## Organizational Development and Effectiveness

### Partner Remote Florida

AdventHealth Orlando ★★★★★ 4,828 reviews

Maitland, FL 32751

Remote

Full-time

Apply on company site



Job Company

#### Job details

No matching [job preferences](#)

#### Job Type

Full-time

Remote

#### Shift and Schedule

Day shift

#### Full Job Description

##### Description

##### All the benefits and perks you need for you and your family:

- Benefits from Day One
- Paid Days Off from Day One
- Debt-free Education\* (Certifications and Degrees without out-of-pocket tuition expense)

##### Our promise to you:

Joining AdventHealth is about being part of something bigger. It's about belonging to a community that believes in the wholeness of each person, and serves to uplift others in body, mind and spirit. AdventHealth is a place where you can thrive professionally, and grow spiritually, by Extending the Healing Ministry of Christ. Where you will be valued for who you are and the unique experiences you bring to our purpose-minded team. All while understanding that **together** we are even better.

**Schedule:** Full Time

**Shift:** Day

##### The community you'll be caring for:

- The Maitland Office Plaza houses our highly skilled teams that support our hospital system including Marketing, Patient Financial Services, Revenue Management, the Credit Union and Human Resources.
- The Trickle Building, a two-story office structure, creates an atmosphere of health and healing, with a healthy-style café and quaint chapel.
- The main lobby is filled with lush greenery and a light trickle of water, creating a holistic environment.

##### The role you'll contribute:

- Progressive experience in organizational design work. Reorganization background strongly preferred with focus on organizational design (restructuring /mergers/optimization)
- Work closely with business partners to lead divisional organizational design engagements, focusing on organizational models, organizational design & structure, governance, and role clarity.
- Experience leading full cycle change management projects and comprehensive communication efforts for multiple complex implementations such as organizational design.
- Extensive understanding of change principles and methodologies with the ability to define a flexible, unique approach based on the organizational function and working environment
- Track record of delivering at C-Suite level, major business change programs including executive alignment and stakeholder management

The Organizational Development & Effectiveness Partner is responsible for partnering with organizational leaders, human resources and project teams to drive business-critical change initiatives to improve organizational performance. The Organizational Development & Effectiveness partner facilitates and contributes to the build and scale of service line functions by managing a portfolio of projects that support purpose-driven organizational design. This role requires an individual who is capable of leading both optimization and transformation initiatives, balancing the need to integrate process improvement opportunities from current state into a new, innovative future state that allows teams to achieve organizational goals better. Responsible for leading the implementation of organizational structures from conception to completion, including the development of job descriptions, internal equity reviews, financial impact analyses, socialization of stakeholders, the creation of communication materials, and guidance for change management planning. The Organizational Development & Effectiveness partner functions as a strategic consultant to maximize organizational, team and leadership effectiveness. Initiatives include developing and implementing organizational development interventions/strategies, executing organizational design and change management. The division-wide role will engage the organization at all levels to ensure desired business results are achieved or exceeded. Actively participates in outstanding customer service that is equally respectful to all.

##### The value you'll bring to the team:

- Drive business transformation, process optimization and innovation across AdventHealth.
  - Contributes to development of organizational design and high-growth scalable processes to support talent planning initiatives
  - Serve as a trusted strategic partner, delivering organizational transformation with HR Business Partners leaders and collaborative partner with Compensation and Benefits, Employee Relations, DEI, People Analytics, HR Ops, Talent Planning and other support functions as needed
  - Consult and advise business leaders on organizational design and organizational effectiveness strategies as they evolve organizational structure and design to achieve business goals
  - Cohesively manage a portfolio of organizational design, organizational development, transformation and change management initiatives/projects.
  - Provide organizational transformation change consulting across the organization, nurturing divisional strategic alliances and bridging gaps to support leaders and teams in organizational design and organizational transformation strategies.
  - Provides end-to-end project management for the implementation of organizational structures.
  - Develop change strategies and governance processes while creating and implementing change plans that minimize employee resistance and maximize employee engagement.
  - Develop and execute a comprehensive communication strategy for transformation initiatives to ensure ongoing change agility and speed of adoption while managing resistance to organizational change.
  - Execute on change management initiatives to support full life-cycle of change efforts from assessment to implementation to sustainment and impact analysis. Acts as supportive change agent, utilizing change theory to plan for the implementation of organizational change building on existing AdventHealth cultural foundation to achieve optimal results and business outcomes.
  - Contributes to the acceleration of culture, team engagement, organizational performance, leadership effectiveness and business transformation
  - Provide organizational development program expansion across the division. Executes the design, development, and delivery of organizational development interventions to accelerate leadership performance that result in measurable business outcomes
  - Ensure post implementation assessment of end-user adoption and utilization of the change while ensuring ongoing stakeholder updates, identification of and reporting of impact.
  - Leverage data and analytics to provide insights into organizational design opportunities, conduct Organizational Development interventions to gain adoption of future state organizational improvements
  - Experience analyzing (identify, monitor, and track) research data to ensure achievement of business outcomes
  - Provide guidance to business leaders, including coaching, counseling, and team development

#### Qualifications

##### The expertise and experiences you'll need to succeed:

##### EDUCATION AND EXPERIENCE REQUIRED:

- A Bachelor's degree is required, preferably in organization development, human resources management, leadership, behavioral sciences, business or a related field
- 3+ years of communications and change management, transformation experience

##### EDUCATION AND EXPERIENCE PREFERRED:

- Master's degree in related field of study
- Human Resources Experience

##### LICENSURE, CERTIFICATION OR REGISTRATION REQUIRED:

- Certified in at least one professional certification such as:
- Organizational Development, Culture, Change Management, Organizational Leadership or Organization Design **OR**
- Professional in Human Resources (PHR), Senior Professional in Human Resources (SPHR), Society of Human Resources Management Certified Professional (SHRM-CP) or Society of Human Resources Management Senior Certified Professional (SHRM-SCP)

##### LICENSURE, CERTIFICATION OR REGISTRATION PREFERRED:

- Certification in Prosci Change Methodology