Global Director of Organizational Design and Effectiveness

Tong Miller & Associates · Philadelphia, PA (Remote) 1 day ago · 173 applicants

💼 Full-time · Director

🏢 1-10 employees · Human Resources Services

💡 See how you compare to 173 applicants. Retry Premium Free

🎯 Actively recruiting

[in Easy Apply]   [Save]

Meet the hiring team

Beth Tong-Miller · 2nd
Managing Partner at Tong Miller & Associates
Job poster

2 mutual connections

[Message]

About the job

Global Director of Organizational Development and Effectiveness

The Global Director of Organizational Development is responsible for implementing and sustaining enterprise-wide products and services focused on performance management, leadership development, talent assessment and coaching, organizational development and change, business transformation and organizational design, talent analytics, learning and development, and talent review processes for high potential identification, development, and succession. This role consults and works closely with senior executives, HR, and management to drive business and functional performance.

Responsibilities:

- Drive performance management to assist with talent assessment, development, and succession planning.
- Design and deliver solutions that enable business readiness to ensure successful business transformation.
- Perform business process improvements to pinpoint "real" value and eliminate waste and duplication.
- Collaborate with HR to design strategic organizational improvements and the critical roadmaps for success.
- Provide leadership and executional support of talent and organizational solutions to enable business success.
- Influence senior leaders through strategic thought leadership, evidence-based insights, and superior service.
- Design an enterprise-wide change management methodology, tools, playbooks, and measurement model.
- Partner with business leaders and HR to create and deploy practical organizational effectiveness solutions.
- Proactively design and implement organizational diagnostics to assess "blind spots" for business growth.
- Design, manage and facilitate innovative and effective learning solutions linked to the business strategy.
- Ensure the proper coordination and prioritization between change initiatives, communications, etc. to foster clarity, alignment, partnership, and excellence across the change management practice.
- Provide leadership and executional support of talent and organizational solutions to enable business success.
- Play a lead, liaison role in translating long term organizational capability requirements and understanding of critical roles into the talent review and leadership succession planning process. Utilize organizational effectiveness tools to help business and functional leaders drive customer value.
- Provide thought leadership and guidance on organizational design and change leadership practices.
- Demonstrate the linkage between organizational development and human capital return-on-investment.
- Collaborate with HR to design strategic organizational improvements and the critical roadmaps for success.