

# Director, Organizational Development-2214749

## **Description:**

This high impact role fosters the development of BI's organizational capabilities in order to support the execution of the business strategy, especially contributing as a change agent and cultural architect across functions. Works directly with business unit level leaders and their direct reports as well as Human Resources Business Partners (HRBP) to build adaptive leadership, cross-functional collaboration, and change capability skills. This role will support across the drug discovery and development value chain in the US including BI's Innovation Unit (R&D), Clinical Development, as well as Medical and Regulatory Affairs. Occasional global and US travel will be required.

This role leads and impacts the senior US and global leadership, Managers, teams and employees supporting across the drug discovery and development value chain in the US including BI's Innovation Unit (Research & Development), Clinical Development, as well as Medicine (Medical and Regulatory Affairs).

Additional critical areas of focus are the development of HRBPs strategic competencies as well as the continuous benchmark of BI's HR, change management, and organizational development practices. This role will partner with business leaders, at the functional business head level, in collaboration with HR Business Partners to diagnose current organizational performance and culture; make recommendations for organizational improvement and build organizational and functional change plans. As a key change agent, this professional will assess organizational needs and readiness and champion large-scale change projects as well as targeted interventions in collaboration with the business and HR.

As an employee of Boehringer Ingelheim, you will actively contribute to the discovery, development, and delivery of our products to our patients and customers. Our global presence provides opportunity for all employees to collaborate internationally, offering visibility and opportunity to directly contribute to the companies' success. We realize that our strength and competitive advantage lie with our people. We support our employees in several ways to foster a healthy working environment, meaningful work, diversity and inclusion, mobility, networking, and work-life balance. Our competitive compensation and benefit programs reflect Boehringer Ingelheim's high regard for our employees.

## **Duties & Responsibilities:**

- Consult with senior business leaders and HRBP's across the drug discovery and development value chain, on organizational diagnosis and design including building appropriate action/change plans. Along with selected global and region-wide initiatives, the role's particular focus will be to create and build an internal organizational development consulting capability within assigned businesses and directly deliver OD consulting for these businesses. He / she plays a critical role in setting up change management capabilities, ensuring HRBPs and business leaders have the necessary tools and consulting advice to design comprehensive change plans.
- Support senior leaders in organizational transformation, providing process support and tools that facilitate a proactive development of organizational capabilities in anticipation of change.
- This role will participate and contribute to Workforce Planning and Talent Management discussions as a way to facilitate the identification of organizational capabilities required to ensure a medium -long term successful implementation of the business strategy. Design and implement executive development solutions for the senior leaders.
- Continuously benchmarks HR and OD practices in an effort to keep our competitive advantage.
- Contributes to the HR function development by creating an agenda of topics to be discussed based on market trends. Challenges status quo providing an external perspective that triggers HR innovation.
- OD project execution at Local, regional and global levels. Works at the business head level, in partnership with HR Business Partners.
- Works closely/supports global OD group to ensure alignment within the Americas region and best practices sharing at local and global level.
- Partners with team peers on OD projects across functions.
- Partners with external consulting firms and vendors in the execution of projects if needed.
- Creation of development programs to build HRBP skills in organizational diagnosis, design, and development.
- Build a "catalogue" of potential OD solutions and providers (for HR) by identifying solution areas, building relationships with existing and new vendors, vetting quality of vendors and establishing favorable contracts for BI. Includes researching and learning new or better practices in the field through conferences / networking. Builds and maintains repository of OD assets including tools, information, training materials and resources required for the success of all OD development programs and activities.

## **Requirements:**

- Bachelor's degree required. MA in Organizational Development, Human Resources Management or related field preferred.
- 8 to 10 years of internal organizational development experience.
- Extensive exposure to senior leaders and significant experience in influencing executives and developing skills of senior leaders (8-10 years).
- 3+ years external consulting experience strongly preferred.
- Pharmaceutical and/or life sciences experience strongly preferred.
- Track record working successfully with R&D population
- Proven ability to interact and appropriately influence at all levels of the organization.
- Expertise in and demonstrated success of driving business critical cross functional activities.
- Ethics and Values: Models ethical behavior, respect for human differences, life-long learning, "self-renewal ability" of individuals and organizations, and uses values to shape OD practice.
- Deep expertise in process consultation, design and facilitation. Able to facilitate both interpersonal work and group work.
- High degree of learning agility, including self-awareness, mental (problem solving), people, change and results agility
- Technical OD Expertise: In-depth knowledge of specific intervention methodologies including
  - Large-scale system change
  - Appreciative Inquiry
  - Organization Design
  - Change competencies, change techniques and methods
  - Organization effectiveness evaluation and metrics
  - Design Thinking
  - Facilitation design and expert group facilitation
  - Coaching
- Qualitative and quantitative analysis capability: Able to see the big picture of an organizational system, understands the context of organizations' functions, and has strong diagnostic skills.
- Certifications in DISC, MBTI, Clifton Strengths, Hogan, LVI360, and / or other assessment instruments strongly preferred.
- Demonstrated ability to build business cases and recommend sound, actionable solutions.
- Intercultural awareness required due to the international scope of the role. Previous international experience is preferred. Ability to travel.
- Global networking skills and strong networking with global leaders (3+ years)
- Self-Confidence: Has a grounded sense of self, able to center oneself and not be dominated by the need for approval and the need to be needed in client's relationship.

## **Eligibility Requirements:**

- Must be legally authorized to work in the United States without restriction.
- Must be willing to take a drug test and post-offer physical (if required).
- Must be 18 years of age or older.

## **Who We Are:**

At Boehringer Ingelheim we create value through innovation with one clear goal: to improve the lives of patients. We develop breakthrough therapies and innovative healthcare solutions in areas of unmet medical need for both humans and animals. As a family-owned company, we focus on long term performance. We are powered by 50.000 employees globally who nurture a diverse, collaborative, and inclusive culture. Learning and development for all employees is key because your growth is our growth.