Director - Org Change Leadership (Finance) (Remote)

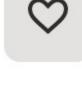
Stanford Health Care ★★★★☆ 850 reviews Palo Alto, CA 94303

Remote

Full-time

Job

Apply on company site



Job details

No matching job preferences ☑

Job Type Full-time Remote

Full Job Description

Company

If you're ready to be part of our legacy of hope and innovation, we encourage you to take the first step and explore our current job openings. Your best is waiting to be discovered.

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Day - 08 Hour (United States of America)

ensure such efforts are implemented thoroughly, smoothly and in a manner that minimizes

enterprise ERP and Finance Transformations change management, communications, and

disruption of normal business operations. The Director will have responsibility for the

The Change Leadership Director will develop structured change leadership strategy, design

approaches to enterprise-wide transformational programs across multiple business functions. This role will manage a team across change management, communications, and training to

This is a Stanford Health Care job.

training activities across SHC, Tri-Valley and SMP. Through development of a strategic framework, utilization of process improvement, change management methodologies,

A Brief Overview

communication planning, organizational readiness assessments and stakeholder analyses, the Director will function as a strategic leader and actively engage executives, leaders, and extended team members across Finance, Supply Chain, Technology and Digital Solutions, Facilities, HR, Business Operations, to support change leadership for both the Finance transformation and the ERP transformation. Locations Stanford Health Care What you will do

Facilities, HR, Business Operations, etc.). Apply change leadership strategy, and

methodology and tailor to specific projects and initiatives. Draw on research, best

skill-building and professional development opportunities both within Finance and

recommendations for ongoing integration of skills and tools with a plan for

outside of Finance organizations executive leaders and business operations. Provides

Builds Stanford Health Care's (SHC) change leadership, strategy, methodology, processes, and practices across all business functions impacted by the ERP and Finance

Business Transformations (Finance, Supply Chain, Technology and Digital Solutions,

practices, and experiences and incorporate into current and future solutions • Creates and delivers tools designed to build change leadership capabilities. Cultivates

Change Management Delivery:

effective support and sponsorship

and organization change implications

Thought Leadership and Subject Matter Expertise:

business processes

capabilities

that drive action

Education Qualifications

training policies and procedures

Partnership & Collaboration:

Change Management Capabilities:

- sustainability Integrates change management practices into the project management lifecycle from intake through successful completion of the initiative or project • Creates short- and long-term strategies for change leadership inclusive of change management, communications, and training enterprise wide
- (Finance & Supply Chain) changes, process optimization, communication, training, and deployment

• Research and implement industry best practice to support ERP, Financial Transformation

Establishes a communications governance and delivery framework for messaging

change across the enterprise (inclusive of SHC, Tri-Valley, and SMP)

employee engagement, adoption, and value realization

• Provides change leadership oversight, people management, and support on key initiatives or projects.

Embeds effective change management tools and practices to drive greater impact,

Recommends change strategies and approaches. Aligns executive leadership for

• Identifies key stakeholders and conducts relevant stakeholder, risk, and business

- readiness analyses and mitigation plans Oversees the development of training materials, selection of appropriate delivery
- Leverages technology within solution development to enable self-service functionality as the preferred solution and implement whenever possible

• Leads the execution of operating model and organization design initiatives. Conducts

effectively with key functional Stanford Medicine stakeholders; Human Resource,

Strategic Advisor on the implementation of operating model and organization design

• Prioritizes and integrates customer service and/or experience to refine or improve

solutions, including effective organization structure, roles and responsibilities design,

analyses, recommends operating model and organization design options. Collaborates

mechanisms, training delivery, and the monitoring of training effectiveness

- Finance, Supply Chain, Technology and Digital Solutions, Operational/Clinical leaders, Business and Finance stakeholders, and key vendors to deliver desired objectives.
- Serves as a trusted advisor to the business. Demonstrates leadership and the ability to influence by initiating partnerships that apply thoughtful change approach and structured methodology to deliver organizational objectives Develops meaningful and productive relationships with stakeholders across multiple

functions. Understands their diverse functional needs, expectations, concerns, and

• Ensures individual and team compliance with all organizational policies and procedures Promotes a learning- and improvement-focused organizational environment

Serves as the strategic leader on change management, change communications, and

approaches and methodologies. Provides insights and guidance on ways to accelerate

Supports the creation and sustainment of a change management mindset within and

• Develops, implements, and maintains key change management, communications, and

training and education. Provides counsel to executive and operational leaders,

· Provides thought leadership on transformational change and change leadership

communicating and presenting information in a clear, articulate style

- adoption and improve utilization of the organizational changes Translates change leadership methods and theories into practical tools and approaches
- Monitors industry trends and developments considering impacts and implications of changes on enterprise risk and internal processes as needed

across the business to create employee readiness and engagement

- Bachelor's Degree in related field. Master's Degree in related field preferred.
- · Relevant experience in lieu of degree may be considered. Relevant experience in lieu of degree is in addition to the experience requirements for this position.

Experience working in a complex healthcare organization preferred.

years in a leadership role.

Required Knowledge, Skills and Abilities

Experience Qualifications

 Experience working with c-suite and executive leaders Experience managing teams and large enterprise programs

Ability to foster teamwork and build a strong culture of collaboration with colleagues in

various levels of education and expertise. Understand their work patterns and needs.

15+ years of progressively responsible and directly related work experience, with 5+

- Exceptional customer service orientation.
- Ability to provide clear, concise information to Senior Executive Team and in public forums.

Blend of business, IT, financial, and communications skills.

Finance and across the health system. Healthcare industry knowledge is preferred.

Ability to partner to drive improvement.

- Ability to work comfortably with senior executives as well as faculty and staff who have
- Ability to quickly learn new tools and theories in process improvement and/or change management.
- Ability to make a significant contribution to the organization's overall effectiveness.

• Leadership skills to motivate cross-departmental performance.

Licenses and Certifications

Change management professional designation is a plus.

- **Physical Demands and Work Conditions Blood Borne Pathogens** Category II - Tasks that involve NO exposure to blood, body fluids or tissues, but
- employment may require performing unplanned Category I tasks