

Director - Org Change Leadership (Finance) (Remote)

Stanford Health Care ★★★★★ 850 reviews

Palo Alto, CA 94303

Remote

Full-time

Apply on company site



Job Company

Job details

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Job Type

Full-time

Remote

Full Job Description

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)

This is a **Stanford Health Care** job.

A Brief Overview

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 ensure such efforts are implemented thoroughly, smoothly and in a manner that minimizes disruption of normal business operations. The Director will have responsibility for the enterprise ERP and Finance Transformations change management, communications, and training activities across SHC, Tri-Valley and SMP. Through development of a strategic framework, utilization of process improvement, change management methodologies, 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

- Change Management Capabilities:
- 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, Facilities, HR, Business Operations, etc.). Apply change leadership strategy, and methodology and tailor to specific projects and initiatives. Draw on research, best practices, and experiences and incorporate into current and future solutions
- Creates and delivers tools designed to build change leadership capabilities. Cultivates skill-building and professional development opportunities both within Finance and outside of Finance organizations executive leaders and business operations. Provides recommendations for ongoing integration of skills and tools with a plan for 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
- Establishes a communications governance and delivery framework for messaging change across the enterprise (inclusive of SHC, Tri-Valley, and SMP)
- Research and implement industry best practice to support ERP, Financial Transformation (Finance & Supply Chain) changes, process optimization, communication, training, and deployment
- Change Management Delivery:
- Provides change leadership oversight, people management, and support on key initiatives or projects.
- Embeds effective change management tools and practices to drive greater impact, employee engagement, adoption, and value realization
- Recommends change strategies and approaches. Aligns executive leadership for effective support and sponsorship
- 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 mechanisms, training delivery, and the monitoring of training effectiveness
- 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 analyses, recommends operating model and organization design options. Collaborates effectively with key functional Stanford Medicine stakeholders; Human Resource, Finance, Supply Chain, Technology and Digital Solutions, Operational/Clinical leaders, Business and Finance stakeholders, and key vendors to deliver desired objectives.
- Strategic Advisor on the implementation of operating model and organization design solutions, including effective organization structure, roles and responsibilities design, and organization change implications
- Prioritizes and integrates customer service and/or experience to refine or improve business processes
- Partnership & Collaboration:
- 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 capabilities
- Ensures individual and team compliance with all organizational policies and procedures
- Promotes a learning- and improvement-focused organizational environment
- Thought Leadership and Subject Matter Expertise:
- Serves as the strategic leader on change management, change communications, and training and education. Provides counsel to executive and operational leaders, communicating and presenting information in a clear, articulate style
- Provides thought leadership on transformational change and change leadership approaches and methodologies. Provides insights and guidance on ways to accelerate adoption and improve utilization of the organizational changes
- Translates change leadership methods and theories into practical tools and approaches that drive action
- Supports the creation and sustainment of a change management mindset within and across the business to create employee readiness and engagement
- Monitors industry trends and developments considering impacts and implications of changes on enterprise risk and internal processes as needed
- Develops, implements, and maintains key change management, communications, and training policies and procedures

Education Qualifications

- 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 Qualifications

- 15+ years of progressively responsible and directly related work experience, with 5+ years in a leadership role.
- Experience working in a complex healthcare organization preferred.
- Experience working with c-suite and executive leaders
- Experience managing teams and large enterprise programs

Required Knowledge, Skills and Abilities

- Exceptional customer service orientation.
- Blend of business, IT, financial, and communications skills.
- Ability to provide clear, concise information to Senior Executive Team and in public forums.
- Ability to foster teamwork and build a strong culture of collaboration with colleagues in Finance and across the health system.
- Healthcare industry knowledge is preferred.
- Ability to work comfortably with senior executives as well as faculty and staff who have various levels of education and expertise. Understand their work patterns and needs. Ability to partner to drive improvement.
- Ability to quickly learn new tools and theories in process improvement and/or change management.
- Leadership skills to motivate cross-departmental performance.
- Ability to make a significant contribution to the organization's overall effectiveness.

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