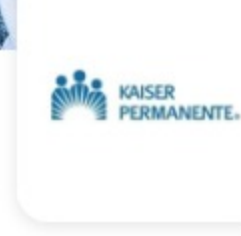


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Organizational Effectiveness Consultant V

Kaiser Permanente ★★★★★ 12,492 reviews

San Diego, CA

Full-time

Apply on company site



Job Company

Job details

No matching job preferences [🔗](#)

Job Type

Full-time

Shift and Schedule

Day shift

Indeed's salary guide

- Not provided by employer
- \$113K - \$144K a year is Indeed's estimated salary for this role in San Diego, CA. [?](#)

[Report inaccurate salary](#)

Full Job Description

Job Summary:

This senior individual contributor position is primarily responsible for consulting on change management programs or initiatives, planning and implementing organizational design and integration programs and initiatives, and providing executive/leadership coaching and transition consulting. This position also leads culture and climate assessments, and provides consulting support to work focused on the design and/or implementation of organizational strategy and initiatives focused on enhancing or accelerating the development of partnerships and the evolution of high performance teams. This also includes performing data analyses to support organizational initiatives.

Essential Responsibilities:

- Practices self-leadership and promotes learning in others by building relationships with cross-functional stakeholders; communicating information and providing advice to drive projects forward; influencing team members within assigned unit; listening and responding to, seeking, and addressing performance feedback; adapting to competing demands and new responsibilities; providing feedback to others, including upward feedback to leadership and mentoring junior team members; creating and executing plans to capitalize on strengths and develop weaknesses; and adapting to and learning from change, difficulties, and feedback.
- Conducts or oversees business-specific projects by applying deep expertise in subject area; promoting adherence to all procedures and policies; developing work plans to meet business priorities and deadlines; determining and carrying out processes and methodologies; coordinating and delegating resources to accomplish organizational goals; partnering internally and externally to make effective business decisions; solving complex problems; escalating issues or risks as appropriate; monitoring progress and results; recognizing and capitalizing on improvement opportunities; and evaluating recommendations made by others.
- Consults on large-scale, highly visible change management programs or initiatives including changes in organizational structure, work processes, the introduction of new kinds of work, and the implementation of new technologies by working closely with senior leadership to design, develop, direct, and deliver change initiatives; providing change management strategies and tactics to enhance effective implementation or delivery; and monitoring and measuring the effectiveness of change programs.
- Plans and implements organizational design and integration programs and initiatives by serving as a lead consultant on changes in organizational structures, functions, and other organizational components as needed; partnering with key stakeholders on visioning and culture awareness and development; driving changes that embrace diversity, inclusion, and equity; aligning structure to fit the broader organizational strategy; and integrating units to work together effectively.
- Provides executive/leadership coaching and transition consulting by serving as a trusted lead advisor; working with executives and leaders in a thought-provoking manner; leveraging a creative process that inspires clients to maximize their professional potential and business results; and serving as a lead coach and consultant for leadership onboarding, new leader transitions, and formal coaching processes including 360-degree feedback.
- Provides consulting support to work focused on the design and/or implementation of organizational strategy, and strategic goals and initiatives for a large and complex organization, function or units by serving as a content expert to HR and business leadership; and consulting on 3-year strategic planning, annual goal development and/or review, and the alignment between organizational culture and business goals.
- Provides consulting support on initiatives focused on enhancing or accelerating the development of partnerships and the evolution of high performance teams by performing developmental assessments; leading targeted interventions to address unique team needs; and consulting on mission and goal development and role clarification.
- Leads culture and climate assessments by partnering with clients to understand culture and/or climate and its impact on strategic goals or performance outcomes; performing assessments for cross-functional teams, work groups, or large and complex functions or organizations; and providing consulting and designing solutions to support strategic and cultural alignment.
- Performs complex data analyses to drive organizational initiatives by identifying appropriate data analysis tools and approach to assess team, leader, or business performance; determining suitable data gathering and analysis methods (e.g., process observation, quantitative data, etc.); defining data requirements and obtaining client agreements, including client requirements as appropriate; conducting advanced analyses to evaluate the effectiveness of proposed solutions; and identifying and alleviating risks through data-driven analysis.

Minimum Qualifications:

- Bachelors degree in Organizational Development, Business, Behavioral/Social Science, Public Administration or related field and minimum (8) eight years experience in organizational development, including but not limited to change management, organizational design, leadership development, cultural transformation, and/or performance improvement. Additional equivalent work experience in a directly related field may be substituted for the degree requirement.
- Three (3) years experience in a leadership role with or without direct reports.

Preferred Qualifications:

- Masters degree in Organizational Development, Business, Behavioral/Social Science, Public Administration or related field.
- OD certification, related certification, or completion of related formal training program (e.g., Organizational Design, Change Management, Assessment Tools, Coaching, etc.)
- Two (2) years experience coaching senior level executives.
- Four (4) years experience working across multiple HR disciplines.
- Four (4) years experience working cross-functionally across departments, functions, or business lines.
- Four (4) years health care experience.
- Four (4) years experience in change management.
- Four (4) years experience in organizational design.
- Four (4) years experience in leadership development.
- Four (4) years experience in cultural transformation.
- Four (4) years experience in performance improvement.

PrimaryLocation : California,San Diego,Orcutt Administrative Offices

HoursPerWeek : 40

Shift : Day

Workdays : Mon, Tue, Wed, Thu, Fri

WorkingHoursStart : 08:00 AM

WorkingHoursEnd : 05:00 PM

Job Schedule : Full-time

Job Type : Standard

Employee Status : Regular

Employee Group/Union Affiliation : NUE-SCAL-01 | NUE | Non Union Employee

Job Level : Individual Contributor

Job Category : Human Resources & HRIS

Department : Pasadena-So. Los Robles Admin - Rgnl HR-Org Effectiveness - 0808

Travel : Yes, 20 % of the Time

Kaiser Permanente is an equal opportunity employer committed to a diverse and inclusive workforce. Applicants will receive consideration for employment without regard to race, color, religion, sex (including pregnancy), age, sexual orientation, national origin, marital status, parental status, ancestry, disability, gender identity, veteran status, genetic information, other distinguishing characteristics of diversity and inclusion, or any other protected status.