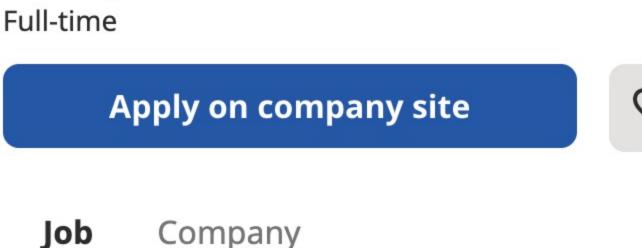
Director, Organizational Development (Succession Planning, Leadership Pipeline Planning)

Monday to Friday

Parental leave

Ascension ★★★☆ 7,813 reviews O'Fallon, MO 63368



Job details

No matching job preferences □

Job Type **Full-time**

8 hour shift Day shift

Shift & Schedule

Full-time

Apply on company site

Job Company

Paid time off

Health insurance

Show 2 more benefits

Details

Full Job Description

Department:Organizational Development Save

At Ascension, we respond to an ever-changing workplace by building a community of

• Schedule:8- hour day shift, Monday-Friday

associates that are flexible, creative and innovative. We reward them with respect and

Location:Remote

needs. We strive to have the programs in place that meet those needs. 8-5 M-F, remote, minimal travel anticipated **Benefits**

recognition. We seek balance in our work and in our lives, and encourage spirituality in the

workplace. Every associate at Ascension Health is unique and comes to us with different

Paid time off (PTO)

Long-term & short-term disability

Employee assistance programs (EAP)

Parental leave & adoption assistance

Various health insurance options & wellness plans

Tuition reimbursement Ways to give back to your community • Please note, benefits and benefits eligibility can vary by position, exclusions may apply for some roles (for example: PRN, Short-Term Option, etc.). Connect with your Talent Advisor today for additional specifics.

Retirement benefits including employer match plans

Responsibilities Summary: The Director Organizational Development is responsible for maintaining a robust succession planning process, leadership pipelining for leaders, and competency gap and need

identification. The Director works closely with the AVP, Leader Institute to develop programs

and developmental education to enhance and accelerate the career movement for individuals

specifically identifying competency needs or gaps. The Director partners with the Sr Director, Organizational Development (Leadership Academy, Fellowship/Rotational and Coaching) to assess the capabilities of high potential leaders through the leadership planning and

communities we serve.

within the organization

succession planning processes. The Director partners strategically with Organizational Effectiveness, Talent and Culture to understand, define and develop content to ensure the readiness of Ascension's workforce. Defines and partners with Workforce Planning to collect key performance metrics to enable accurate and valid measurement of leadership workforce performance to identify areas of capability improvement. Core Responsibilities: Manages a succession planning process that will guide the development of the leadership, technical, and cultural skills and experience that Ascension needs to advance building the collective potential that our Ministry will require to deliver an unwavering focus on quality, experience and affordability while transforming our care delivery

model so that we can deliver improved health outcomes for the individuals and

accelerate transformation to an integrated health ministry, and to develop and

implement the actions in the Ascension Strategic Plan.

competencies into appropriate talent processes

Ensures the most important outcome of the succession planning process is to identify

leadership talent capable of achieving the strategic and operational goals required to

strengthen capabilities to enable our talent and workforce to flourish and successfully

- Develops and implements a leadership planning process that identifies top talent and outlines necessary developmental steps to ensure talent is ready for increased responsibilities Participates in design of individual development plans for emerging leaders • Partners with Workforce Planning to understand current competencies within the organization and competencies that will be needed, identifying opportunities to grow talent internally.
- · Responsible for success profile strategy and implementation Responsible for leadership competency identification, alignment and incorporation of

• Evaluates strategies and programs to measure the achievement of established goals

Recommends assessment tools to continually and consistency look at leadership talent

• Ensures there are processes and structures in place to deliver results on time, within budget and aligned to Ascension's Strategic Plan

High school diploma/GED with 2 years of experience, or Associate's degree, or

- Fosters a culture of appreciation, belongingness, inclusivity, diversity and equity to drive the associate experience
- Bachelor's degree required. Master's degree preferred.

• 2 years of leadership or management experience required. • 5 years of leadership or management experience preferred.

Additional Preferences

Work Experience:

Requirements

Education:

Proficient with Google

5 years of experience required.

• 10 years of experience preferred.

- Key Attributes: Critical thinker, highly developed communication skills, experience working in complex/matrixed organization, demonstrated ability to collaborate and create consensus,
- intelligence, demonstrated experience with change management and conflict management. Superior verbal and written communication skills.
 - alternatives. · Adept with a variety of multimedia talent management platforms and methods.

Excellent presentation and facilitator skills.

development programs. Excellent leadership skills.

· Ability to design and implement effective talent assessment, management and

· Ability to evaluate and research talent assessment and development options and

innovative mindset, direct, transparent, resilient, inclusive, compassionate, high emotional

communities in 19 states.

people around you.

Why Join Our Team Ascension associates are key to our commitment of transforming healthcare and providing care to all, especially those most in need. Join us and help us drive impact through reimagining how we can deliver a people-centered healthcare experience and creating the solutions to do it. Explore career opportunities across our ministry locations and within our corporate

headquarters. Ascension is a leading non-profit, faith-based national health system made up of over 150,000 associates and 2,600 sites of care, including more than 140 hospitals and 40 senior living

Our Mission, Vision and Values encompass everything we do at Ascension. Every associate is empowered to give back, volunteer and make a positive impact in their community. Ascension careers are more than jobs; they are opportunities to enhance your life and the lives of the