

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

Ascension ★★★★★ 7,813 reviews

O'Fallon, MO 63368

Full-time

Apply on company site



Job Company

## Job details

No matching [job preferences](#)

### Job Type

Full-time

### Shift & Schedule

8 hour shift

Day shift

Monday to Friday

Full-time

Apply on company site



Job Company

Health insurance

Paid time off

Parental leave

Show 2 more benefits

## Full Job Description

### Details

- **Department:Organizational Development Save**
- **Schedule:8- hour day shift, Monday-Friday**
- **Location:Remote**

At Ascension, we respond to an ever-changing workplace by building a community of associates that are flexible, creative and innovative. We reward them with respect and 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 needs. We strive to have the programs in place that meet those needs.

8-5 M-F, remote, minimal travel anticipated

### Benefits

Paid time off (PTO)

Various health insurance options & wellness plans

Retirement benefits including employer match plans

Long-term & short-term disability

Employee assistance programs (EAP)

Parental leave & adoption assistance

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.*

### 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 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 communities we serve.
- 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 accelerate transformation to an integrated health ministry, and to develop and strengthen capabilities to enable our talent and workforce to flourish and successfully implement the actions in the Ascension Strategic Plan.
- 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.
- Recommends assessment tools to continually and consistency look at leadership talent within the organization
- Responsible for success profile strategy and implementation
- Responsible for leadership competency identification, alignment and incorporation of competencies into appropriate talent processes
- Evaluates strategies and programs to measure the achievement of established goals
- Ensures there are processes and structures in place to deliver results on time, within budget and aligned to Ascension's Strategic Plan
- Fosters a culture of appreciation, belongingness, inclusivity, diversity and equity to drive the associate experience

### Requirements

Education:

- High school diploma/GED with 2 years of experience, or Associate's degree, or Bachelor's degree required.
- Master's degree preferred.

Work Experience:

- 5 years of experience required.
- 10 years of experience preferred.
- 2 years of leadership or management experience required.
- 5 years of leadership or management experience preferred.

### Additional Preferences

Key Attributes: Critical thinker, highly developed communication skills, experience working in complex/matrixed organization, demonstrated ability to collaborate and create consensus, innovative mindset, direct, transparent, resilient, inclusive, compassionate, high emotional intelligence, demonstrated experience with change management and conflict management.

- Superior verbal and written communication skills.
- Proficient with Google
- Excellent presentation and facilitator skills.
- Ability to evaluate and research talent assessment and development options and alternatives.
- Adept with a variety of multimedia talent management platforms and methods.
- Ability to design and implement effective talent assessment, management and development programs.
- Excellent leadership skills.

### 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 communities in 19 states.

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 people around you.