

Organizational development



Land O'Lakes
Arden Hills, MN

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🕒 4 days ago 📁 Full-time 🛡️ Health insurance 🦷 Dental insurance 🗓️ Paid time off

Job highlights

Identified by Google from the original job post

Qualifications

- 3-5+ years applicable experience consulting or leading large-scale change efforts, designing and marketing related tools, and / or determining and implementing team effectiveness interventions
- Ability to travel potential up to 20%
- Strong business acumen and curiosity
- Active listener and able to persuade others to move toward a common goal

Responsibilities

- Join our Organizational Effectiveness team and enable transformational growth across Land O'Lakes by helping teams be high performing and change ready
- As an OD Consultant, you will develop standard frameworks and toolkits, facilitate workshops and trainings, and share best practices throughout the organization
- You will build advocacy for the consistent application of team effectiveness, change management, and other organizational development tools and best practices
- Thought Leadership : Continually scan the external marketplace to bring best practices in organizational development, change management, and team effectiveness to the organization to enable business imperatives
- Develop, Market, & Maintain Standard Frameworks &

Toolkits : Utilize OD expertise and human-centered design principles to develop standard frameworks and toolkits for use by leaders and project managers to enhance team performance and manage change effectively

- Market these effectively and train and coach key users to support adoption
- Monitor effectiveness and continuously improve materials to realize business benefits from high performing teams and a change ready organization
- Create & Execute Tailored Change Management Plans : Create and execute tailored change management plans that ensure effective adoption of specific projects or initiatives
- Plans include stakeholder engagement, sponsor management, communications, coaching / training, and resistance management
- Propose & Implement Team Interventions : Consult with Leaders and Project Managers to diagnose team performance and propose and implement organizational development interventions to help teams be high performing
- Articulates complex concepts in simple, innovative, and engaging ways
- Builds strong, trusted relationships
- Prioritizes effectively and works through hinderances to deliver results

Benefits

- Competitive compensation and rewards
- Best-in-class healthcare for you and your family
- Powerful savings programs
- Depending upon experience we anticipate the salary range to be \$84,000-\$125,000
- As a full time employee you will receive a wide range of benefits for you and your dependents :
- 3 medical plan choices including HSA plan options
- Vision & dental plan
- Company paid Life, AD&D, short-term and long-term disability, parental leave, caregiver leave and emergency leave
- 401(k) plan with company match and additional automatic contribution regardless of participation
- Paid Time Off, Paid Holidays and Employee Assistance Program
- Wellness program focused on Physical, Financial and Emotional Health with opportunity for cash incentives

Job description

Join Land O'Lakes, Inc., and help us bring food from farmer to fork, building vibrant communities along the way. We're a global, Fortune 250 company and a farmer-owned cooperative, which means we work for one another not Wall Street.

We're proud to rank a Top Workplace. We offer

- Competitive compensation and rewards
- Best-in-class healthcare for you and your family
- Powerful savings programs

Organizational Development Consultant

Join our Organizational Effectiveness team and enable transformational growth across Land O'Lakes by helping teams be high performing and change ready.

As an OD Consultant, you will develop standard frameworks and toolkits, facilitate workshops and trainings, and share best practices throughout the organization.

You will build advocacy for the consistent application of team effectiveness, change management, and other organizational development tools and best practices.

The target location for this role is Land O'Lakes Corporate Headquarters in Arden Hills, MN, (hybrid work arrangement) however this position can be remote (virtual) and located anywhere in the USA

Job responsibilities will include :

Thought Leadership : Continually scan the external marketplace to bring best practices in organizational development, change management, and team effectiveness to the organization to enable business imperatives.

Build advocacy for consistent application of best practices.

Develop, Market, & Maintain Standard Frameworks & Toolkits : Utilize OD expertise and human-centered design principles to develop standard frameworks and toolkits for use by leaders and project managers to enhance team performance and manage change effectively.

Market these effectively and train and coach key users to support adoption. Monitor effectiveness and continuously improve materials to realize business benefits from high performing teams and a change ready organization.

Create & Execute Tailored Change Management Plans : Create and execute tailored change management plans that ensure effective adoption of specific projects or initiatives.

Plans include stakeholder engagement, sponsor management, communications, coaching / training, and resistance management.

Propose & Implement Team Interventions : Consult with Leaders and Project Managers to diagnose team performance and propose and implement organizational development interventions to help teams be high performing.

Qualifications :

Bachelor's degree required; Master's degree highly desired in Business, Human Resources, Organizational Development (OD), Organizational Psychology, or highly related field and / or highly comparable experience

Experience and / or certification in change management (e.g. Prosci), agile teaming, project management, or human-centered design preferred

3-5+ years applicable experience consulting or leading large-scale change efforts, designing and marketing related tools, and / or determining and implementing team effectiveness interventions

Ability to travel potential up to 20%

Competencies :

Strong business acumen and curiosity

Active listener and able to persuade others to move toward a common goal

Quickly learns new methodologies, tools, and practices

Articulates complex concepts in simple, innovative, and engaging ways

Utilizes data to tell a compelling story, delivering clear insights to decision makers

Builds strong, trusted relationships

Prioritizes effectively and works through hinderances to deliver results

Depending upon experience we anticipate the salary range to be \$84,000-\$125,000

As a full time employee you will receive a wide range of benefits for you and your dependents :

- 3 medical plan choices including HSA plan options
- Vision & dental plan
- Company paid Life, AD&D, short-term and long-term disability, parental leave, caregiver leave and emergency leave
- 401(k) plan with company match and additional automatic contribution regardless of participation
- Paid Time Off, Paid Holidays and Employee Assistance Program
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Land O'Lakes, Inc. is an Equal Opportunity Employer (EOE) M / F / Vets / Disabled. The company maintains a drug-free workforce, including pre- and post-employment substance abuse testing pursuant to a Drug and Alcohol Policy.

Neither Land O'Lakes, nor its search firms, will ever contact you and ask for confidential information over the phone or in email.

If you receive a call or email like this, please do not provide the information being requested.

Land O'Lakes endeavors to make Landolakesinc.com accessible to any and all users.

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