

Manager of Organizational



The TJX Companies Inc
Framingham, MA

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Job highlights

Identified by Google from the original job post

Qualifications

- 7+ years relevant experience successfully managing large-scale organizational change
- Strong knowledge of and experience with change management AND project management principles and methodologies
- Demonstrated proficiency in influencing others to move toward a common vision or goal
- Proven problem solving/decision-making and collaboration skills; with the ability to work with and through others
- Solid ability to effectively plan, manage, implement and problem solve multiple change projects and change project leads simultaneously while remaining flexible to changing priorities
- Demonstrated skill building productive relationships, engaging, and managing

Responsibilities

- The Manager of Organizational Development will work with the Organizational Development (OD) team, Human Resources Business Partners and business leaders to implement desired changes within and across TJX business units/functions
- The Manager of will accomplish this by applying the existing TJX change management methodology and tools effectively and efficiently to achieve and sustain desired outcomes
- They will also be responsible for the design, management, and execution of initiatives specifically crafted to build change management capabilities for our leaders and Associates
- Partner with OD senior leadership team to understand the vision and goals of each of the change management capability programs to support

- partners at all levels within a matrix organization
- Proven experience communicating with all levels of leadership; exhibits recognizable, confident executive presence
 - Strong communication skills, verbal, written and presentation
 - Strong organizational and follow through skills, with focus on attention to detail
- execution and achievement of objectives
- Project manage and implement capability building initiatives as well as the various forums used to do so (e.g. Community of Practice, e-learning, Yammer page, SharePoint site, etc.)
 - Determine, assess, track and measure capability initiatives effectiveness; provide and implement recommendations for improvement
 - Assess new opportunities and ways to achieve the capability building goals of the OD function
 - Design, develop and deliver educational/training sessions on change management based on needs of key audiences (e.g. HR, Leaders of change initiatives, project change teams, etc.)
 - Change Management Initiatives/Implementations
 - Support large and medium scale projects which will vary in focus, breadth, and duration and may include systems implementations and other large-scale or complex projects across the organization
 - Use the TJX standard change management framework to design change strategies:
 - Change Vision and Success Measures: Work with leaders to identify and communicate necessary change and desired outcomes, and define key success measures and metrics
 - Stakeholder Management: Conducts analysis and uses results to plan and drive partner

engagement, support, and alignment

- Work with project leaders to develop a plan to effectively and efficiently move from current to desired state
- Plan to include: engagement strategies, communication and training plans, and evaluation process
- Partner with AVPs to effectively manage risk to operations and organization
- Assesses Organizational Readiness: Conducts Readiness Assessments to determine gaps between current and desired states and to identify things that will facilitate the desired changes as well as mitigate potential barriers/obstacles to change
- Apply broad systems thinking to design and management of change projects
- Involve appropriate internal partners as needed (e.g., Learning and Development, HR Business Partners, Continuous Improvement, Internal Communications)
- Provide Ongoing Implementation Support:
- Manages evaluation process and measurement systems to track adoption and sustainability of IT system changes
- Identifies and addresses resistance and performance gaps
- Ensures that desired behaviors are reinforced and successful change is recognized and celebrated

- Lead day-to-day activities of other change resources (example: IT change specialists) for duration of project(s)
- Educate 3rd party consultants on TJX change management framework and ensure adherence

Benefits

- Competitive Pay
- Hybrid Work Environment
- Weekly paychecks
- Paid time away
- Programs to support environment and corporate responsibility
- TAAP – TJX Associate Assistance Programs
- Associate Discount
- Career Development Opportunity
- Be a part of an inclusive team

Job description

Discovery is at the heart of everything we do. Wherever you find us around the world, if you can think of a product, you can probably find it in our stores, which include TJ Maxx, Marshalls, HomeGoods, Sierra, Winners, Homesense, and TK Maxx. With variety comes plenty of happy surprises - our environment is ever-changing, and that's just how we like it. Every day is an opportunity to discover something new about our business, our partnerships and even something exciting about yourself. Ready to Discover Different?

The Opportunity: Contribute To The Growth Of Your Career

The Manager of Organizational Development will work with the Organizational Development (OD) team, Human Resources Business Partners and business leaders to implement desired changes within and across TJX business units/functions. The Manager of will accomplish this by applying the existing TJX change management methodology and tools effectively and efficiently to achieve and sustain desired outcomes. They will also be responsible for the design, management, and execution of initiatives specifically crafted to build change management capabilities for our leaders and Associates. This a hybrid position which requires 2 days per week on-site in our Framingham, MA offices.

What you will do:

Change Management Capability Development

- Partner with OD senior leadership team to understand the vision and goals of each of the change management capability programs to support execution and achievement of objectives.
- Project manage and implement capability building initiatives as well as the various forums used to do so (e.g. Community of Practice, e-learning, Yammer page, SharePoint site, etc.).
- Determine, assess, track and measure capability initiatives effectiveness; provide and implement recommendations for improvement.
- Assess new opportunities and ways to achieve the capability building goals of the OD function.
- Design, develop and deliver educational/training sessions on change management based on needs of key audiences (e.g. HR, Leaders of change initiatives, project change teams, etc.).

Change Management Initiatives/Implementations

- Support large and medium scale projects which will vary in focus, breadth, and duration and may include systems implementations and other large-scale or complex projects across the organization.
- Use the TJX standard change management framework to design change strategies:
- Change Vision and Success Measures: Work with leaders to identify and communicate necessary change and desired outcomes, and define key success measures and metrics.
- Stakeholder Management: Conducts analysis and uses results to plan and drive partner engagement, support, and alignment.
- Work with project leaders to develop a plan to effectively and efficiently move from current to desired state. Plan to include: engagement strategies, communication and training plans, and evaluation process. Partner with AVPs to effectively manage risk to operations and organization.
- Assesses Organizational Readiness: Conducts Readiness Assessments to determine gaps between current and desired states and to identify things that will facilitate the desired changes as well as mitigate potential barriers/obstacles to change.
- Apply broad systems thinking to design and management of change projects.
- Involve appropriate internal partners as needed (e.g., Learning and Development, HR Business Partners, Continuous Improvement, Internal Communications).
- Provide Ongoing Implementation Support:
- Manages evaluation process and measurement systems to track adoption and sustainability of IT system changes.
- Identifies and addresses resistance and performance gaps.
- Ensures that desired behaviors are reinforced and successful change is recognized and celebrated
- Coach Project Change Sponsors/Leaders:
- Actively coaches change leaders/ sponsors.
- Lead day-to-day activities of other change resources (example: IT change specialists) for duration of project(s)
- Educate 3rd party consultants on TJX change management framework and ensure adherence.

Who We Are Looking For: You

- 7+ years relevant experience successfully managing large-scale organizational change
- Strong knowledge of and experience with change management AND project management principles and methodologies
- Demonstrated proficiency in influencing others to move toward a common vision or goal.
- Proven problem solving/decision-making and collaboration skills; with the ability to work with and through others
- Solid ability to effectively plan, manage, implement and problem solve multiple change projects and change project leads simultaneously while remaining flexible to changing priorities
- Demonstrated skill building productive relationships, engaging, and managing partners at all levels within a matrix

organization

- Proven experience communicating with all levels of leadership; exhibits recognizable, confident executive presence
- Strong communication skills, verbal, written and presentation
- Strong organizational and follow through skills, with focus on attention to detail.
- Bachelor's Degree or equivalent work experience, Master's Degree in Human Resources/Organizational Development or MBA a plus
- Change Management Professional certification or designation a plus. (Example PROSCI certification)
- Project Management certification a plus

We care about our culture, but we also prioritize your needs!

- Competitive Pay
- Hybrid Work Environment
- Weekly paychecks
- Paid time away
- Programs to support environment and corporate responsibility
- TAAP – TJX Associate Assistance Programs
- Associate Discount
- Career Development Opportunity
- Be a part of an inclusive team

Benefit programs and eligibility terms vary across our global locations. We encourage you to apply to learn more about how our benefits can make a difference for you.

Full COVID-19 vaccination, including a booster once eligible, is a condition of employment at TJX, subject to reasonable accommodation where required by law.

We consider all applicants for employment without regard to race, color, religion, gender, sexual orientation, national origin, age, disability, gender identity and expression, marital or military status. We also provide reasonable accommodations to qualified individuals with disabilities in accordance with the Americans with Disabilities Act and applicable state and local law