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Global Organizational Development Leader at Lenovo

LENOVO | RALEIGH-DURHAM, NC

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Description and Requirements

Lenovo's Global Organizational Development (OD) Leader will directly support the Head of Organization and Talent Management to shape, deliver and embed Lenovo's key organizational and talent management strategies and programs across the globe. The Global OD Leader is responsible for the end-to-end creation of OD and Talent solutions, beginning with organizational assessment and continuing through program design, testing, delivery, implementation, and evaluation. The Global OD Leader will manage a team of OD specialists across the globe, working



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The ideal candidate will have a track record of transformational leadership with the proven ability to create a strategic plan and execute on that vision.

Job Responsibilities:

Provide thought leadership, strategic design expertise and project execution leadership in the following disciplines:

- Organizational Design and Analysis
- Human Capital and Workforce Planning
- Strategic Leadership Alignment
- Talent Planning, Movement and Succession Management
- Executive Leadership Assessment and Development
- Voice of Employee and Engagement Surveys
- Coaching and Performance Management
- Employee Career Development
- Culture Change
- Change Management

Lead cross-functional teams to design and deliver high-impact OD and Talent programs and solutions for all Employees, Managers and Lenovo Senior Leaders.

- Provide leadership and oversight (e.g., diagnostic assessments, design, execution planning, budgeting, vendor relationships, day-to-day problem solving) for large-scale, global enterprise-wide OD projects and programs.
- Create OD-related communications for Lenovo's senior-most leaders (i.e., CEO, CHRO, Tier 1 Leaders, HRVPs) including emails, PowerPoint presentations, talking points, and speeches.
- Develop high-impact presentations to inform and influence key stakeholders, including Lenovo's the Board of Directors,



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Minimum Requirements:• PhD in Psychology, Organizational Behavior or other Behavioral Science OR MBA with specialization in HR• Working knowledge of research design methodology and multivariate statistics. • Experience with organizational budget planning and management. • Experience with vendor negotiation and management. • 7+ years of OD experience, including 3 years of global team management experience. • Proven ability to lead global OD teams to deliver large enterprise-wide programs in a virtual, F2F and hybrid environment.

Preferred Qualifications:• CN / EN Language Proficiency• Work experience with US and China

We are an Equal Opportunity Employer and do not discriminate against any employee or applicant for employment because of race, color, sex, age, religion, sexual orientation, gender identity, status as a veteran, and basis of disability or any federal, state, or local protected class.

For US applicants: Lenovo adopted a COVID-19 Vaccination Policy for US-based employees. As a condition of employment, employees must adhere to Lenovo's US Vaccination Policy and be fully vaccinated against COVID-19 by January 18, 2022, subject to any applicable accommodations. To be fully

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This applies to all US based employees and contractors, including remote employees and interns. As a condition of employment, you must provide proof that you are fully vaccinated by January 4, 2022 or during your new employment orientation (for individuals with hire dates after January 4, 2022), or follow Lenovo's accommodation process.

More Information on Lenovo

Lenovo operates in the Hardware industry. The company is located in Bellevue, WA, Santa Clara, CA, Davie, FL, Morrisville, NC, Whitsett, NC, Chicago, IL, Fort Wayne, IN and Carmel, IN. Lenovo was founded in 1984. It has 40921 total employees. To see all 179 open jobs at Lenovo, click [here](#).

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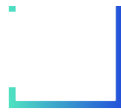
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