

Date Posted: 10/8/09

**University of Houston
Graduate College of Social Work**

JOB OPPORTUNITY POSTING

Job Title: Senior Organizational Development Consultant

Employer/ Agency: Methodist Hospital

Job Description: Since its founding in 1919, The Methodist Hospital, The Methodist Hospital System's anchor facility, has earned worldwide recognition. The Methodist Hospital is affiliated with the Weill Medical College of Cornell University and NewYork-Presbyterian Hospital, one of the nation's leading centers for medical education and research. Methodist is also affiliated with The Menninger Clinic, a national specialty psychiatric and behavioral hospital, ranked as one of 'America's Best Hospitals.' The Methodist Hospital directs millions of research dollars into patient care and offers the latest innovations in medical, surgical and diagnostic techniques. With 1250 licensed beds, 52 operating rooms and over 5000 employees, The Methodist Hospital offers complete care for patients from around the world.

The role of the Senior Organizational Development Consultant is to design and implement organizational development solutions across TMHS (clinical and non-clinical departments) to support the culture and organizational capacity that is needed to achieve business objectives. The incumbent is responsible for activities including, human performance assessment, intervention plan development, recommendation and execution, and communicating with key stakeholders about intervention effectiveness. This individual works closely with the TMHS Human Resources team to support the continuous development of Methodist workforce capabilities.

In this role, the primary client group served will be nursing leadership and nursing professional staff. The incumbent must also work collaboratively with OD professional team members to leverage best practices and tools across client groups with similar needs and/or to support system-wide learning initiatives.

What You Will Be Doing:

1. Assesses needs, diagnoses problems, and determines the appropriate intervention to enhance individual and organizational effectiveness and support strategic goals.
2. Partners with key stakeholders to design and execute change management activities; communicates plans and anticipated outcomes to support positive relationships.
3. Manages OD projects, including process improvement interventions, team effectiveness initiatives, and leadership program course development and delivery. Provides direction and support to project team members.
4. Chooses appropriate metrics to evaluate the effectiveness of OD projects and report's findings to key stakeholders. Uses information to adjust techniques for future engagements of similar nature and scope.
5. Conducts leadership coaching for multiple levels of management as a component of comprehensive development plans.
6. Facilitates strategic planning meetings for various levels of the leadership team and various business units.

Qualifications:

The successful incumbent will have demonstrated experience developing and executing effective solutions related to client specific and system-wide initiatives, including:

1. Emerging/High potential Leadership development
2. Shared Governance/self-directed team training
3. Service and Quality continuous improvement strategies, particularly those unique to healthcare or similarly complex service industries
4. Building better teams and workplace communication

Education:

Masters Degree in Organizational Development, Industrial Psychology, Social Work, Instructional Design, HR Management, or other related field and an OD certificate preferred

Experience:

Five plus years of professional experience in an organizational development role. Must have instructional design experience or certification. Prior experience in a supervisory capacity is preferred. Experience in a healthcare environment and working with senior level management is a plus.

Salary/Hours: **Full Time**

Application Method: Go to <http://sh.webhire.com/servlet/av/jd?ai=532&ji=2392415&sn=l>
to apply.

If your response to this job posting results in successful employment, please email the GCSW Office of Alumni and Career Services at mswjobs@sw.uh.edu with the hiring details of your new job opportunity. Thank you