

**Date Posted: 10/8/09**

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

**JOB OPPORTUNITY POSTING**

**Job Title:** Director, Organizational Development

**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 Director, Organizational Development is responsible for planning and leading strategic organization and leadership development services across all Methodist business entities. This position will engage in collaborative design, development and delivery of leadership and organization development solutions and programs related to individual and team competency and capability development, in particular, leadership and management skills and approaches, using a variety of assessment tools, coaching, team-building and facilitative/instructional methods.

Works in partnership with Human Resources Business Partners to support the management teams for each of the assigned organizations. Also responsible for designing and delivering learning needs of non-management staff to ensure regulatory compliance and organizational effectiveness, primarily through blended learning including computer based training, self-instructional design and classroom/on-the job training. Sources and manages contract resources and external vendors as required on a project-related basis.

Manages a professional staff of 10-15, with some staff primarily located at operating units. Manages an annual budget in excess of \$1.5 million. Serves on corporate HR leadership team. Interacts with executives at

corporate as well as operating units. Reports directly to corporate SVP, Human Resources.

**Qualifications:**

*Education*

Masters Degree in OD, Organizational Behavior, Industrial Psychology, Adult Education, or closely related field. Bachelor's degree plus significant leadership experience in similar environment will be considered in lieu of Masters.

*Experience*

7 years leadership experience in Organizational Development & Effectiveness/Talent Management. Preferably includes leadership experience within healthcare or service industry with complex operations and multiple job classifications. Experience with Learning Management Systems and eLearning systems required. Prior experience providing oversight to delivery of effective technical training as well as leadership and 'soft skills' training required.

**Salary/Hours:**

**Full Time**

**Application Method:**

Go to <http://sh.webhire.com/servlet/av/jd?ai=532&ji=2390117&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](mailto:mswjobs@sw.uh.edu) with the hiring details of your new job opportunity. Thank you***