

# ORGANIZATIONAL CHANGE MANAGER IN MERRIFIELD, VA

IP, is supporting a Fortune 100 Financial Company who is looking to add an Organizational Changer Manager to their team.

## Description

- Develop, implement, and evaluate organizational change management strategies/solutions and consult with Senior Executives and management
- Develop, implement and maintain change management model and methodology
- Serve as facilitator and active, visible organizational change management coach to project and initiative sponsors, Senior Executives, management and stakeholders
- Significant experience in OCM methodologies, processes & tools such as Prosci
- Develop and lead actionable and targeted organizational change management plans – including communications, sponsor roadmap, coaching, training and resistance management plans
- Manage and directs organizational change management components of projects through the planning, analysis, design, implementation and transition phases
- Builds tools and processes that project managers can use to manage communications related to their project in a consistent, effective way
- Develop and lead processes to assess organizational alignment and stakeholder needs/impact of strategic goals, targets and initiatives
- Evaluate and measures effectiveness of internal communications and training plans
- Strategize efficiencies for communication deliverables against projects transition timelines.
- Guide the completion of communication deliverables according to OCM strategic plan
- Create and manages measurement systems using targets and key performance indicators to track adoption, utilization and proficiency of individual and organization-wide changes. Identifies resistance and performance gaps to develop, recommend and implement corrective actions
- Collaborate with Senior Executives and management to develop and implement OCM and communications activities in support of highly visible strategic programs, projects and initiatives
- Work closely with project managers and other team leaders to plan, manage, and communicate a change management program and roadmap for the length of each implementation
- Apply knowledge of project management methodologies
- Facilitate meetings/groups of team members in the implementation of strategic activities and initiatives

- Compile, research and analyze trends in support of projects and initiatives; provides results and recommendations based on analysis Moderate analysis
- Proactive self-starter; effective in both team settings and as an individual contributor
- Assist with the implementation of the Strategic plan and Five year roadmap
- Perform other related duties as assigned

## **Qualifications**

- Bachelor's Degree in Business Administration, Computer Science or related field, or the equivalent combination of education, training or experience.
- Experience in implementing major components of large scale organizational change management efforts including organizational impact assessments, stakeholder identification and alignment, communications planning and execution, and training needs assessment
- Experience in managing projects from creation through execution and evaluation
- Effective research, analytical and problem solving skills
- Effective in exercising initiative, producing desired results and achieving objectives
- Effective skill in translating information and developing insights
- Experience in working with all levels of staff, management, stakeholders, vendors
- Experience working in large IT program implementations and implementing change in project management environment
- PMI or other project management certifications a plus
- Prosci or other change management certifications a plus
- Experience in leading, guiding and mentoring others
- Effective in presenting findings and conclusions clearly and concisely to stakeholders and management
- Effective verbal and written communication skills
- Effective in the use of PCs and related software packages
- Desired - Previous experience with technology organizations
- Desired - Demonstrated experience doing business cases and cost analysis
- Desired - Demonstrated thought leadership experience through applicable associations, authored

Send Resume to [careers@intellectualpoint.com](mailto:careers@intellectualpoint.com).