

Organizational Development & Communications Manager

This position is located in Indianapolis, IN

GENERAL PURPOSE:

This role is aimed to improve organizational effectiveness through the, design and delivery of organizational development initiatives in support of BraunAbility's overall strategy as it relates to people, structure, and processes. This includes leading change management to move from current state to desired state for key projects and transformation plans, as well as developing and managing communications for these initiatives.

ESSENTIAL FUNCTIONS:

- Serves as an organizational development expert by effectively collaborating with business lines and senior leaders to identify needs and achieve goals.
- Conduct evidence-based organization diagnosis/needs assessment/root cause analysis activities, to establish priorities for any organizational gaps/problems.
- Lead and/or support conflict resolution to ensure organizational issues are resolved.
- Oversee change management initiatives, including developing a plan, tracking progress and reporting on progress.
- Develop the communications strategy for change initiatives, with core messaging that outlines business drivers for change and tailored messages for diverse audiences.
- Create processes to manage HR implications of change initiatives and set relevant KPIs to evaluate performance.
- Liaise with functional leads on HR implications of change initiatives and coordinate the handover to operationalize successful change.
- Prepare ongoing communications to convey BraunAbility's internal and external messages, including drafting of materials and reports.
- Liaise with functional leads and external stakeholders to effectively execute communication strategies both internally and externally.
- Provide general HR and organizational development support to assigned business units.

MINIMUM QUALIFICATIONS:

- BS or BA in Human Resources-related field; MBA or Advanced Degree in Organization Management or HR desired.
- Minimum of 5 years of progressive experience in HR field to include 3 years of experience directly with organizational development and change management activities required; additional experience in project management and/or building large communication plans with an organizational health component a plus.

- Proven experience in change management practices; formal change management certification desired.

KNOWLEDGE, SKILLS, ABILITIES:

- Excellent problem-solving skills, with ability to add people lens to problem solving discussions.
- Strong communications and influencing skills.
- Exceptional written communications ability.
- Ability to communicate with multiples levels of employees and management.
- Excellent work ethic and team player.
- High degree of professionalism.
- Ability to maintain confidential information.

If interested, please email your resume to Teresa.Thurston@BraunAbility.com.